

**Minutes of the Board of Commissioners
Multnomah Building, Board Room 100
501 SE Hawthorne Blvd., Portland, Oregon
Tuesday, June 11, 2013**

BOARD BRIEFING

Chair Jeff Cogen called the meeting to order at 10:02 a.m. with Vice-Chair Judy Shiprack and Commissioners Deborah Kafoury, Loretta Smith and Diane McKeel present. Chair Cogen left at 10:52 a.m. and returned at 11:11 a.m.

Also attending was Marina Baker, Assistant Board Clerk.

[THE FOLLOWING TEXT IS THE BYPRODUCT OF THE CLOSED CAPTIONING OF THIS PROGRAM.]

Chair Cogen: GOOD MORNING, EVERYONE. WELCOME TO THIS MORNING'S BOARD BRIEFINGS. WE HAVE THREE ITEMS FOR OUR MORNING, THE FIRST OF WHICH IS UPDATE ON THE STRATEGIC PLAN. FROM H.R.

Mr. Graves: GOOD MORNING, CHAIR AND COMMISSIONERS, TRAVIS GRAVES, COUNTY HUMAN RESOURCES DIRECTOR. FIRST, I WANT TO THANK YOU FOR ALLOWING US TO GIVE YOU A PRESENTATION ON OUR THREE YEAR CENTRAL HUMAN RESOURCES STRATEGIC PLAN. I WANT TO THANK YOU FOR YOUR SUPPORT WITH THE BUDGET JUST RECENTLY. AND ACTUALLY IT'S YOUR SUPPORT THAT MAKES IT POSSIBLE FOR US TO BE ABLE TO ACTUALLY DO THIS WORK. I ALSO WANT TO THANK MY TEAM, YOU'LL HEAR FROM A FEW OF THEM. BUT IT'S REALLY THE WORK OF THEM THAT GOT US HERE IN THIS PLANNING PROCESS AND SPECIFICALLY I WANT TO POINT OUT JAY DODGE, SHE'S IN THE BACK HERE. SHE'S ACTUALLY OUR PROJECT MANAGER WHO LED THE STRATEGIC PLANNING PROCESS FOR US. SHE'S ON LOAN TO US FROM THE HEALTH DEPARTMENT FROM A DEVELOPMENT ASSIGNMENT. SO SHE REALLY HELPED US THROUGH THIS PROCESS. SO WITHOUT HER, WE WOULD NOT BE HERE. SO WHAT I WANTED TO TALK -- WHAT DID I HIT? WHAT I WANT TO TALK TO YOU ABOUT IS OUR STRATEGIC PLAN GIVES US A ROAD MAP FOR US TO FOLLOW OVER THE NEXT THREE TO FOUR YEARS. IT'S GOING TO HELP US MOVE TOWARDS OUR VISION OF BEING A COUNTY-BEST EMPLOYER. ONE THING TO SAY IS IT DOES HAVE MORE OF A CENTRAL H.R. FOCUS. AS YOU KNOW, WE HAVE A DECENTRALIZED HUMAN RESOURCES MODEL. WE HAVE HUMAN RESOURCES IN EACH DEPARTMENT RESPONSIBLE FOR SOME FUNCTIONS AND WE'RE RESPONSIBLE FOR MORE OF THE COUNTY-WIDE SYSTEMS PROJECTS. WE'RE NOT GOING TO GO INTO THE DAY-TO-DAY WORK OF WHAT WE DO IN HUMAN RESOURCES. INSTEAD, WE'LL SPEND TIME ON THE 30,000-FOOT STRATEGIC FOCUS. THE PLAN ITSELF IS VERY AMBITIOUS. THERE ARE THINGS IN HERE THAT WILL REQUIRE US TO IDENTIFY ADDITIONAL RESOURCES BUT WE THINK IT'S THE RIGHT PIECE OF

WORK FOR US TO BE FOCUSING ON AS A COUNTY. ONE THING I WANT TO SAY, THOUGH, IS WE RECOGNIZE IT'S NOT JUST THE WORK OF HUMAN RESOURCES. WHAT AM I DOING WRONG? MARINA? OKAY, GOOD. SO ONE OF THE THINGS I WANT TO POINT OUT IS -- AND I'M SORRY, DIDN'T BRING YOU A PAPER COPY, JEFF. WE WERE SAVING PAPER. [LAUGHTER] I DID GIVE YOU COPIES OF THE ACTUAL STRATEGIC PLAN AND THE WORKFORCE BUT I THOUGHT YOU WOULD HAVE AN IPAD SO WE WILL ASK THOSE QUESTIONS AS WE GO.

Chair Cogen: WE'LL LISTEN CAREFULLY.

Mr. Graves: I'M SORRY YOU GUYS. SO WHAT I WAS GOING TO SAY IS THIS WORK REALLY ISN'T JUST THE WORK OF HUMAN RESOURCES. HONESTLY, IN ORDER FOR THE COUNTY TO POSITION ITSELF TO BE THE WORKFORCE OF THE FUTURE, IT'S GOING TO TAKE ALL OF US, IT'S GOING TO TAKE YOUR LEADERSHIP WHICH WE APPRECIATE, IT'S GOING TO TAKE THE LEADERSHIP OF JOANNE FULLER AS THE COUNTY OPERATING OFFICER, THE DEPARTMENT DIRECTORS AND ALL THE MANAGERS AS WELL AS OUR KEY STAKEHOLDERS. SO WE DON'T SEE THIS JUST AS OUR WORK. WE SEE OUR ROLE AS HELPING TO FACILITATE THAT. AGAIN, A TECHNICAL DIFFICULTY. OKAY. NOW, I THINK I'VE GOT IT. TECHNICAL STAFF? WHAT YOU'RE GOING TO SEE IS ACTUALLY ONE OF OUR GOALS -- [LAUGHTER] HONESTLY, IT IS FIRST. IT IS ACTUALLY FIRST. AUTOMATE AND STREAMLINE IS ONE OF THE FIRST THINGS WE WANT TO BE ABLE TO DO. SO WE'RE GOING TO GO OVER TODAY SOME WORKFORCE DATA AND TRENDS. I WANT TO KIND OF SET THE STAGE FOR YOU AND THEN TALK ABOUT THE PROCESS THAT WE WENT THROUGH, GIVE YOU SOME INFORMATION ABOUT THE GOALS, STRATEGIES AND OBJECTIVES. OF COURSE, LEAVE TIME FOR QUESTIONS BUT BY ALL MEANS PLEASE ASK US ANY QUESTIONS AS WE ARE MOVING ALONG, OKAY? SO WHAT I WANT TO SHOW YOU HERE IS KIND OF WHY IS THIS WORK SO IMPORTANT? TODAY, THAT'S IN 2013, 31% OF OUR WORKFORCE COULD RETIRE TODAY. 18% OF OUR WORKFORCE COULD RETIRE WITH FULL RETIREMENT BENEFITS. THAT'S A VERY, VERY LARGE PORTION OF OUR COUNTY WORKFORCE. NOW, WE'RE ONLY EXPERIENCING ABOUT 4.5% OF FOLKS THAT ARE ELIGIBLE THAT ARE RETIRING EACH YEAR BUT THIS WAVE IS COMING. WE KNOW IT'S COMING. WE KNOW WE'VE GOT TO MAKE SURE WE'RE DOING SOMETHING TO STAY IN FRONT OF IT. WE'VE HAD REPRIEVE WITH THE ECONOMY. THERE HAS BEEN A SLOW RECOVERY NOW. AND THIS REALLY REPRESENTS A HUGE LOSS OF INSTITUTIONAL KNOWLEDGE. WE SEE IT AS OUR JOB TO HELP POSITION THE COUNTY FOR THAT FUTURE. SO WHAT I WANT TO SHOW YOU AS WELL IS HOW MANY PEOPLE ARE ACTUALLY LEAVING OUR ORGANIZATION? AND KIND OF WHY? OUR OVERALL TURNOVER, AND ACTUALLY KIND OF PUBLIC SECTOR-WIDE IN OREGON IT'S AROUND 10%. YOU CAN SEE THAT WE'VE KIND OF HIT THAT IN 10 AND 11. WE HAD A SPIKE-UP IN '09 FOR LAYOFFS, AND NOW WHAT WE'RE SEEING IS THE CONTINUATION OF OUR NEW SPIKE REALLY AND IT'S REALLY ALL ABOUT THE RETIREMENT THAT WE'RE GOING TO START

EXPERIENCING. A LITTLE MORE DETAIL ABOUT WHY PEOPLE ARE LEAVING. THEY ARE DEFINITELY LEAVING AT A HIGHER PERCENTAGE FOR RETIREMENT. THAT'S THE BLUE AREA. YOU CAN SEE FROM FISCAL YEAR 2009 TO FISCAL YEAR 2012, WE ACTUALLY HAD A DOUBLE IN THE NUMBER OF RETIREMENT FROM 92 TO 203 IN THE LAST YEAR. WE EXPECT TO SEE THAT CONTINUING TO RISE, AS WELL. NOW, WE'VE BEEN STABLE IN TERMS OF THE VOLUNTARY REASONS PEOPLE MIGHT BE LEAVING. AND LUCKILY, OUR LAYOFFS HAVE BEEN GOING DOWN. SO THAT'S THE REALLY GOOD NEWS. WE DO PREDICT A HIGHER LEVEL OF RETIREMENTS GOING FORWARD. SO ONE OF THE THINGS THAT WE HAVE BEEN VERY PROUD OF AT THE COUNTY IS MOVING TO DIVERSIFY OUR WORKFORCE. SO ONE OF THE FEARS WE HAVE IS AS PEOPLE DECIDE TO LEAVE OUR ORGANIZATION FOR RETIREMENT, WHAT'S THAT GOING TO DO FOR OUR WORKFORCE COMPOSITION, PARTICULARLY AROUND RACE AND ETHNICITY? THIS SLIDE SHOWS YOU SOME GOOD NEWS. A LOT OF THE DIVERSITY THAT WE HAVE IN OUR ORGANIZATION IS ACTUALLY WITH OUR YOUNGER COMPONENTS OF THE WORKFORCE. SO AT THE 55 AND OVER WE HAVE ABOUT 16% PEOPLE OF COLOR THAT WORK FOR US, THAT'S THE GROUP THAT WE CAN PREDICT WILL BE LOOKING AT RETIREMENT IN THE FUTURE BUT THOSE COMING UP BEHIND THEM, 35 AND UNDER, IT'S ABOUT 32%. SO WE'RE -- THIS MAKES US FEEL GOOD IN TERMS OF PUTTING OUR MIND AT EASE SOMEWHAT IN TERMS OF THAT WORRY. THE OTHER THING THAT'S GOOD NEWS IS ONCE WE GET PEOPLE INTO THE COUNTY, ONCE WE HIRE THEM, THEY STAY. AVERAGE TENURE IS 11 YEARS. THAT'S OVER DOUBLE WHAT IT IS IN THE PRIVATE SECTOR AND IT'S CERTAINLY OVER WHAT OUR PEERS ARE EXPERIENCING. THEIR AVERAGE STATEWIDE LOCAL GOVERNMENT IS ABOUT EIGHT YEARS. WE CAN GET THEM IN THE DOOR, WE'LL KEEP THEM. SO THAT'S SOME GOOD NEWS. SO I WANT TO JUST GIVE YOU A QUICK PREVIEW OF WHERE WE WANT TO BE IN THREE YEARS AND I PUT IT IN A CONTEXT OF THE FOUR OVERARCHING GOALS THAT WE HAVE, THE FIRST ONE ABOUT AUTOMATE AND STREAMLINE AND EQUITABLE AND EMPOWERMENT PRACTICES, AND RECRUITMENT AND WORKFORCE DEVELOPMENT. AT THE END OF THREE YEARS, WE WANT TO BE A MORE EFFICIENT AND PRODUCTIVE ORGANIZATION. WE WANT TO REMOVE BARRIERS TO ENSURE EQUITABLE PRACTICES AND WE ALSO WANT TO ATTRACT AND HIRE THE BEST. AND THEN WE ALSO NEED OUR WORKFORCE TO MEET THE EVOLVING NEEDS OF OUR ORGANIZATION. AND WE THINK IF WE REALLY ARE STRATEGIC ABOUT THE WAY WE DO THAT, WE WILL BETTER POSITION OURSELVES TO BE THERE. A LITTLE BIT ABOUT THE PROCESS. [INAUDIBLE QUESTION]

>> THANK YOU.

>> SO NOW, YOU HAVE WHAT I'M TALKING ABOUT. DO YOU WANT ME TO GIVE YOU GUYS A QUICK SECOND OR KEEP GOING? KEEP GOING, OKAY. SO THE PROCESS THAT WE USE, WE DID A HUGE AMOUNT OF FEEDBACK GATHERING BECAUSE WE REALLY FELT LIKE IT WAS IMPORTANT FOR US TO UNDERSTAND

WHAT DOES THIS ORGANIZATION WANT US TO FOCUS ON? SO WE WENT OUT AND TALKED TO A LARGE GROUP OF STAKEHOLDERS, DEPARTMENT LEADERSHIP, OUR UNIONS, EMPLOYEE RESOURCE GROUPS, OF COURSE ALL OF OUR DEPARTMENTAL H.R. PARTNERS WERE KEY AND THEN DIFFERENT LEADERSHIP GROUPS ACROSS THE COUNTY. AND FROM THAT WE ASKED FOUR BASIC QUESTIONS. WE WANTED TO KNOW WHAT ARE THEIR STRATEGIC PRIORITIES OVER THE NEXT FEW YEARS? AND IS THERE ANYTHING THAT WE SHOULD STOP DOING IN CENTRAL HUMAN RESOURCES? WHAT ARE THE THINGS THAT WE SHOULD START DOING, AND WHAT DO WE NEED TO CONTINUE DOING OR JUST DO DIFFERENTLY? WE GOT A WEALTH OF INFORMATION FROM THOSE FOUR QUESTIONS. WE ALSO REALLY -- IT WAS REALLY IMPORTANT TO US TO REALLY KIND OF WALK OUR TALK IN TERMS OF THE VALUE AROUND EQUITY. YOU'LL SEE THAT WE HAVE A GOAL AROUND EQUITY AND EMPOWERMENT. WE REALLY DISCUSSED WHETHER THAT'S A SPECIFIC GOAL OR IS THAT SOMETHING THAT WE REALLY INFUSE IN EVERYTHING THAT WE DO AND WE DECIDED THE ANSWER WAS KIND OF BOTH. WE THOUGHT THERE WAS SOME SPECIFIC PIECES OF WORK THAT WE WANTED TO MAKE SURE THAT WE CALLED OUT SO THAT THE ORGANIZATION KNEW WE WERE THINKING ABOUT IT AND PLANNED TO TACKLE. BUT AT THE SAME TIME, WE ARE ALSO INFUSING IT IN EVERYTHING WE DO. I HAVE TO GIVE A SHOUT-OUT TO BEN DUNCAN. THEY ACTUALLY HELPED US USING THE EQUITY AND EMPOWERMENT LENS AS WE BUILT THIS PROCESS. THEY TALKED TO US ABOUT ARE WE TALKING TO THE RIGHT PEOPLE TO GET FEEDBACK, TO UNDERSTAND THE COUNTY'S PRIORITIES? ARE WE -- THEY HELPED TO CLARIFY OUR LANGUAGE AND STRENGTHEN IT. AND THEY ALSO REALLY ENCOURAGED US AROUND TRANSPARENCY OF DATA, WHICH I REALLY APPRECIATED SO IF YOU LOOK AT OUR WEBSITE, YOU CAN ACTUALLY SEE THE DOCUMENT THAT WE PREPARED THAT HAS A HUGE AMOUNT OF INFORMATION FROM ALL THE FEEDBACK SESSIONS WE CONDUCTED ACROSS THE ORGANIZATION. AND THE GREAT THING IS THERE WAS ACTUALLY MORE ALIGNMENT THIS TIME WHEN I'VE GONE OUT TO TALK TO THE ORGANIZATION THAN THERE EVER HAS BEEN AND WHEN YOU'RE IN AN ORGANIZATION WITH A DECENTRALIZED HUMAN RESOURCES MODEL WITH VERY DIFFERENT TYPES OF DEPARTMENTS WITH DIFFERENT BUSINESS LINES, ONE OF THE HARDEST THINGS FOR US TO DO IS TO ALIGN OUR COUNTYWIDE SERVICES IN A WAY THAT ACTUALLY MEETS ALL THE DEPARTMENTS' NEEDS AND WITH THAT ALIGNMENT IT MADE OUR JOBS A LOT EASIER. SO WE'RE VERY THANKFUL FOR THAT. IT ALSO HELPS US TO GET FOCUSED. SO OUR VISION IS WE WANT THE COUNTY TO BE A MODEL GOVERNMENT EMPLOYER. WE WANT TO INSPIRE PRIDE IN PUBLIC SERVICE AND IN DOING THAT, OUR MISSION IS THROUGH LEADERSHIP AND COLLABORATIVE PARTNERSHIP, WE ENSURE EQUITY AND PROVIDE STRATEGIC HUMAN RESOURCES SERVICES TO ATTRACT, DEVELOP AND SUSTAIN A DIVERSE AND TALENTED WORKFORCE. I WANT TO SHOW YOU OUR VALUES, I THINK WE KNOW WE'RE A VALUES-DRIVEN ORGANIZATION, AND I THINK IF YOU LOOK UP AT THE SLIDE, IT WILL LOOK VERY FAMILIAR TO YOU. A LOT OF THE WORDS AND CONCEPTS REALLY

CASCADE DOWN FROM THE WORK THAT THE BOARD DID. THEY'RE VERY SIMILAR, HONESTLY TO THE VALUES THAT WE HAD HAD IN PREVIOUS ITERATIONS OF THE STRATEGIC PLAN BUT IT REALLY RINGS TRUE IN THE WORK THAT WE'RE DOING TODAY. SO WITH THAT I'M ACTUALLY GOING TO TURN IT OVER TO MY TEAMMATES, HAVE THEM TALK TO YOU ABOUT SOME OF THE SPECIFIC GOALS AND SPECIFIC STRATEGIES THAT WE'LL BE WORKING ON. FIRST, I'M GOING TO START WITH CARLA GONZALEZ AND SHE'LL TALK TO YOU ABOUT THE AUTOMATED STREAMLINING GOAL.

>> AS TRAVIS SAID, I DID WANT TO TALK TO YOU ABOUT OUR GOAL, AUTOMATION. YOU KNOW, WE WANT TO AUTOMATE AND STREAMLINE BECAUSE WE WANT TO BE ABLE TO ENHANCE THE H.R. SERVICES THROUGH TECHNOLOGY AND YOU KNOW WHENEVER WE TALK ABOUT AUTOMATING PROCESSES, WE WANT TO BE MORE CONSISTENT AND IN THIS FIRST SLIDE WHEN WE TALK ABOUT OUR -- [INDISCERNIBLE] ANOTHER REASON WE WANT TO AUTOMATE PROCESSES IS FOR BETTER CUSTOMER SERVICE AND ACCESS. WITH OUR ONLINE JOB APPLICATION, AN APPLICANT CAN BE APPLYING FOR A JOB AT MIDNIGHT AND THEY KNOW IMMEDIATELY THAT THEIR APPLICATION HAS BEEN ACCEPTED BY THE ORGANIZATION. ANOTHER REASON THAT WE TYPICALLY AUTOMATE IS TO SAVE TIME AND MONEY AND CURRENTLY WE HAVE SELF SERVICE TOOLS TO UPDATE PERSONAL INFORMATION SO IF YOU NEED TO CHANGE YOUR ADDRESS, YOU CAN DO THAT IN A MANNER OF MINUTES AND IT'S IN THE SYSTEM. ANOTHER REASON WE LIKE TO AUTOMATE IS FOR MORE EFFICIENT AND FASTER PROCESSING. OUR ONLINE CALENDAR IN A MANNER OF MINUTES, THEY KNOW WHAT TRAINING IS AVAILABLE AND THEY CAN REGISTER. AND FINALLY, THE LAST REASON THAT WE TYPICALLY AUTOMATE IS FOR SUSTAINABLE PRACTICES. WE HAVE OUR -- WE SAVE PAPER, WE SAVE TRAVEL BY PROVIDING ONLINE IMMEDIATE ACCESS TO MATERIALS. WE WANT TO TAKE IT TO THE NEXT LEVEL. SO THE NEXT SLIDE, THESE ARE THE PROJECTS THAT WE HAVE IN OUR STRATEGIC PLAN. NONE OF THESE HAVE ACTUALLY STARTED OTHER THAN THE CENTER ONE, PARTNERING WITH FINANCE TO ROLL OUT TIME SHEETS. IT'S ACTUALLY A PILOT PROJECT THAT'S ABOUT TO START WITH THE INTENT OF ROLLING THAT OUT TO THE REST OF THE DIVISIONS. WE KNOW THAT THESE ARE THE PROJECTS THAT WILL SAVE MONEY -- [INDISCERNIBLE] I DO WANT TO MENTION A COUPLE OF THINGS. WHEN YOU TALK ABOUT AUTOMATING OUR PERSONAL TRANSACTION FORM, EVERY DAY THERE ARE HUNDREDS OF H.R. TRANSACTIONS. AND WE WOULD LIKE TO MOVE INTO MAKING THAT MORE EFFICIENT, MAKING THAT A REALTIME -- MAXIMIZING THE SYSTEM THAT WE ALL USE. I WANT TO MENTION, WE TALKED ABOUT AUTOMATING OUR BENEFITS ENROLLMENT. WE'RE ALL FAMILIAR WITH THE LARGE PACKETS OF VERY IMPORTANT PAPER. PAPER IS EXPENSIVE. [INDISCERNIBLE] I DID ALSO WANT TO TALK ABOUT -- WE HAVE A CONSISTENT ANNUAL PROCESS. WE HAVE EVERY DEPARTMENT IN THE PROCESS. WE KNOW THROUGH STAKEHOLDER FEEDBACK AND THE ORGANIZATIONAL NEEDS THAT WE CAN FREE UP TIME TO MAKE THAT A MORE MEANINGFUL

PROCESS WITH AN EMPLOYEE SO THERE'S DIALOGUE. WE KNOW THAT IT'S MORE MEANINGFUL FOR SUPERVISORS BECAUSE THEY WILL HAVE A TOOL -- [INDISCERNIBLE]

>> AND NEXT, WE'LL TALK WITH STEVE HERRON ABOUT THE EQUITABLE EMPOWERMENT PRACTICES.

>> MORNING CHAIR, BOARD. MY NAME IS STEVE HERRON, LABOR RELATIONS DIRECTOR. SO THE SECOND OF OUR FOUR GOALS ADDRESSES EQUITABLE AND EMPOWERING PRACTICES AND HOW DO WE INCORPORATE THE COUNTY'S VALUES AROUND DIVERSITY AND SOCIAL JUSTICE IN OUR ROLES AS COUNTY CENTRAL HUMAN RESOURCES? WE'VE IDENTIFIED THREE AVENUES FOR MOVING THAT FORWARD. ONE IS BY INCORPORATING INTO CENTRAL HUMAN RESOURCES PRACTICES, ONE IS BY IMPLEMENTING COUNTYWIDE THROUGH SUPPORTING, FOR EXAMPLE, THE OFFICE OF DIVERSITY AND EQUITY AND LASTLY IS BY ADVOCATING THAT COUNTYWIDE APPLICATION. IN A LITTLE MORE DETAIL, THE FIRST AVENUE, EXAMPLES INCLUDE APPLYING THE EQUITY AND EMPOWERMENT LENS INTO OUR REVIEW OF H.R. PROCESSES LIKE RECRUITMENT, HIRING, LOOKING FOR OPPORTUNITY TO BUILD THAT INTO OUR DAY IN, DAY OUT BUSINESS. ANOTHER IS TO CONTINUE TO WIDEN OUR CIRCLE OF STAKEHOLDERS. AN EXAMPLE OF THAT IS INCLUDING THE EMPLOYEE RESOURCE GROUPS WHEN GATHERING INPUT SINCE THEY'RE WELL SUITED TO REPRESENT THEIR MEMBERS' PERSPECTIVES ON SPECIFIC ISSUES. THE SECOND AVENUE IN RELATION TO COUNTYWIDE IMPLEMENTATION RELATES TO THE EQUITY AND EMPOWERMENT LENS, SPECIFICALLY DOING THINGS TO DEVELOP AND EXECUTE A COMMUNICATIONS STRATEGY, TRAINING STRATEGY, AND PARTICIPATE IN FULLY ROLLING OUT THE LENS COUNTYWIDE. WE'RE ALSO INCORPORATING THE LENS IN THE TALENT DEVELOPMENT FULL RANGE OF DIVERSITY TRAINING COURSES. IN THAT CURRICULUM WE WILL BE ADDRESSING THE LENS. THE LAST AVENUE ADVOCATING THE PRACTICES AND INTERACTIONS WITH DEPARTMENT AND LABOR PARTNERS INCLUDE THINGS LIKE INCORPORATING THE EQUITY AND EMPOWERMENT TOOLS SUCH AS THE LENS INTO ACTIVITIES THAT YOU WOULDN'T NECESSARILY AUTOMATICALLY THINK OF THEM APPLYING TO, MISCONDUCT INVESTIGATIONS, INTER-EMPLOYEE CONFLICT MEDIATION, PERFORMANCE MANAGEMENT, THOSE ARE CONTEXTS THAT ARE A LITTLE NONTRADITIONAL AND UNORTHODOX. AND LASTLY, WE HAVE INVITED LABOR INTO A DIALOGUE ABOUT EQUITY AND EMPOWERMENT ISSUES AND IN WHAT I THINK IS A FAIRLY GROUNDBREAKING MOVE, LOCAL EMPLOYEE RELATIONS COMMITTEES IS CURRENTLY TRAINING ON THE EQUITY AND EMPOWERMENT LENS AND LOOKING TO APPLY IT TO ISSUES THAT ARE BACKBONE ISSUES IN LABOR RELATIONS LIKE SENIORITY BASED BUMPING RIGHTS AND THE IMPACTS OF THAT ON WORKFORCE DIVERSITY. THOSE ARE HUGE CONVERSATIONS AND WE'RE PROUD TO BE STEPPING INTO THOSE. IN THE END, OUR ULTIMATE GOAL IS NOT JUST TO CREATE A NEW SET OF H.R. PROCESSES OR HOOPS TO

JUMP THROUGH BUT TO TRULY FOSTER CULTURE CHANGE AROUND INCORPORATING EQUITY AND EMPOWERMENT CONSIDERATIONS INTO OUR DAILY BUSINESS PRACTICES. THANK YOU.

>> NEXT, I'LL HAVE AMY LIPPAY TALK TO YOU ABOUT THE RECRUITMENT.

>> GOOD MORNING CHAIR AND COMMISSIONERS. MY NAME IS AMY LIPPAY AND I WORK IN CENTRAL HUMAN RESOURCES, MANAGING PROJECTS THAT STEM FROM OUR RECRUITMENT GOAL. AND WE'VE HEARD FROM OUR STAKEHOLDERS THAT RECRUITMENT IS VITALLY IMPORTANT TO THIS ORGANIZATION RIGHT NOW, ESPECIALLY GIVEN THE FACT THAT WE HAVE SO MANY PEOPLE RETIRING. THE FIRST PROJECT THAT I WANT TO TALK TO YOU ABOUT INVOLVES DEVELOPING AND CULTIVATING AND THEN PROMOTING OUR EMPLOYER BRAND, SOMETHING THAT'S UNIQUE TO US AND THAT RESONATES WITH ALL OF OUR EMPLOYEES. AND I WOULD LIKE TO THANK THE DEPARTMENT OF COUNTY HUMAN SERVICES FOR THEIR GROUNDBREAKING WORKING IN DEVELOPING THE PHRASE THIS WORK MATTERS AND YOU AS WELL CHAIR COGEN FOR REALIZING THIS IS SOMETHING THAT HAS APPLICATION FOR THIS ENTIRE ORGANIZATION. AND IT REALLY GETS AT THE HEART OF WHAT ENGAGES US AS PUBLIC EMPLOYEES, SERVING THE PUBLIC WITH INTEGRITY AND THAT ENGAGEMENT LEADS TO MORE PRODUCTIVITY, WHICH IS GOING TO HELP US FULFILL OUR MISSION. EQUITY IS A VERY IMPORTANT CONSIDERATION IN RECRUITMENT AND WE'VE ASSEMBLED A COUNTYWIDE PROJECT TEAM. RIGHT NOW, WE'RE TRYING TO VIEW THE EXPERIENCE OF APPLYING FOR A JOB WITH MULTNOMAH COUNTY FROM THE LENS OF A VARIETY OF DIFFERENT AUDIENCES IN ORDER TO IMPROVE THE APPLICANT EXPERIENCE. WE ARE TRYING TO ANTICIPATE THE OBSTACLES CANDIDATES FACE DURING THE APPLICATION PROCESS AND WE'RE DOING WHAT WE CAN TO REMOVE THEM. IN PARTICULAR, WE ARE WORKING ON UPDATING LANGUAGE USED ON OUR JOB ANNOUNCEMENTS AND ON OUR EMPLOYMENT WEBSITE TO BE MORE WELCOMING, INCLUSIVE AND ACCESSIBLE. AND YOU CAN LOOK FORWARD TO THE INTERNAL ROLL-OUT OF OUR NEW BRAND THIS FALL, FOLLOWED BY THE EXTERNAL ROLL-OUT LATER THIS YEAR. WE WANT TO REDUCE THE CHANCES OF OVERLOOKING QUALIFIED CANDIDATES. THE NEXT RECRUITMENT-RELATED PROJECT ON THE HORIZON HAS TO DO WITH RETHINKING THE WAY WE EXPRESS AND INTERPRET MINIMUM QUALIFICATIONS IN RECRUITMENT AND SELECTION. MEANWHILE, MY COLLEAGUES IN CLASSIFICATION AND COMPENSATION ARE WORKING THROUGH OUR ENTIRE LIBRARY OF CLASSIFICATION SPECIFICATIONS TO MAKE SURE THAT THE QUALIFICATIONS WE REQUIRE ARE INDEED NECESSARY FOR SUCCESSFUL JOB PERFORMANCE. CLASS COMP WILL WORK WITH DEPARTMENTS ON AN AS-NEEDED BASIS TO MAKE SURE THAT WE HAVE THE RIGHT JOB CLASSIFICATIONS TO MEET OUR CURRENT AND OUR FUTURE STAFFING NEEDS AND IN PARTICULAR ENTRY LEVEL. THE FINAL PROJECT I WANT TO TELL YOU ABOUT IS FOCUSED ON IMPROVING THE EFFICIENCY AND EFFECTIVENESS OF RECRUITMENT. THIS

PROJECT WILL INVOLVE EXAMINING OUR POLICIES AND PROCEDURES IN RECRUITMENT TO LOOK FOR OPPORTUNITIES TO STREAMLINE AND MODERNIZE. WE WILL OFFER TRAINING TO OUR HIRING MANAGERS AND RECRUITERS TO EMPHASIZE EQUITY AND BEST PRACTICES. AND IN CLOSING, RECRUITMENT IS A MEANS TO AN END. WE WANT TO PLACE THE EMPHASIS BACK WHERE IT BELONGS ON THE OUTCOMES AND ELIMINATE UNNECESSARY OBSTACLES IN OUR PROCESSES.

>> AND NOW, WAYNE'S GOING TO TALK TO US ABOUT THE WORKFORCE DEVELOPMENT.

>> GOOD MORNING CHAIR, COMMISSIONERS. SO OUR BIG INITIATIVE GOING INTO THIS NEW YEAR IS WORKFORCE DEVELOPMENT AND PLANNING. WE HAVE ALWAYS BEEN DOING TRAINING AND DEVELOPMENT WITH OUR EMPLOYEES BUT WHEN YOU'RE TOGETHER WITH OUR DEPARTMENT, WHAT WE'RE DOING IS TAKING IT TO A NEW AND COORDINATED LEVEL. WE'RE GOING TO BE SUPPORTING MANAGERS AT ALL LEVELS TO TALK WITH THEIR EMPLOYEES ABOUT THEIR CAREER GOALS AND ALSO THINKING ABOUT WHERE PEOPLE ARE AT IN THE DEVELOPMENT OF THEIR CAREER, THE BEGINNING, THE MIDDLE OR THE END OF THEIR CAREER AND WHAT DO WE NEED TO DO WITH THEM DEPENDING ON WHERE THEY ARE? WE'RE ALSO GOING TO BE WORKING WITH DEPARTMENT MANAGERS AND SUPERVISORS TO HELP THEM IDENTIFY THE PAIN POINTS THAT THEY ANTICIPATE WHEN PEOPLE RETIRE AND TO HELP THEM GROW A CANDIDATE, A POOL OF CANDIDATES WHO CAN POTENTIALLY FILL THOSE PAIN POINTS. IF YOU CAME TO A RESTAURANT CALLED TALENT DEVELOPMENT, THIS WOULD BE THE MENU THAT YOU WOULD SEE. THESE ARE THE DIFFERENT PROGRAMS THAT WE OFFER, THEY'RE ALL SORT OF ALIGNED AND THEY ARE COMPETENCY DRIVEN. SOME OF THE THINGS WE'RE GOING TO BE SEEING THAT ARE GOING TO BE NEW THIS YEAR, WHEN YOU SEE THE WORD INTEGRATED LEARNING SYSTEM, THAT'S A TERM OF OURS THAT BASICALLY MEANS BREAKING OUT OF THE TRADITIONAL CLASSROOM MODEL WHERE PEOPLE HAVE TO COME TO THE SAME ROOM AND SIT THERE AND TRAVEL THERE AND ALL THAT KIND OF STUFF, MAKING MORE THINGS, MORE LEARNING OPPORTUNITIES AVAILABLE ONLINE, DOING MORE THINGS THAT COMBINE ONLINE TRAINING AND CLASSROOM TRAINING. AND ALSO DOING MORE COMMUNITIES OF PRACTICE WHERE WE DON'T EVEN HAVE A TEACHER IN THE ROOM. WE ACTUALLY ARE CAPITALIZING ON THE EXPERTISE THAT EMPLOYEES HAVE AND HAVING THEM TRAIN EACH OTHER. WE WILL CONTINUE DOING OUR MULTNOMAH LEADERSHIP ACADEMY. WE HAVE ALMOST 200 ALUMNI WITHIN THE ORGANIZATION THAT GET TO WORK TOGETHER. 70% OF THE FACULTY FOR THAT PROGRAM ARE VOLUNTEERS FROM OUR WORKFORCE. THEY ARE NOT OUTSIDE CONSULTANTS THAT WE PAY. THEY'RE ACTUALLY FOLKS, INCLUDING A NUMBER OF YOU, THAT COME TO AND SHARE YOUR ORGANIZATIONAL WISDOM AND WE THANK YOU FOR THAT. WE ALSO CONTINUE TO DO THE EXECUTIVE LEARNING SERIES WHICH BRINGS

TOGETHER ABOUT 80 OF OUR TOP-LEVEL LEADERS TO GIVE THEM AN OPPORTUNITY TO DO A LOT OF CROSS-ORGANIZATIONAL SHARING AND TO BE TRAINED ON SORT OF -- KEEP UP TO DATE AROUND ISSUES ON CHANGE, EQUITY AND SUSTAINABILITY.

>> GREAT. THE ONE THING I DO WANT US TO SPECIFICALLY THANK YOU FOR INCLUDING IN YOUR BUDGET AND FOR THE BOARD FOR ACTUALLY APPROVING IS OUR AD IN TALENT DEVELOPMENT WHICH ACTUALLY IS REALLY GOING TO HELP SUPPORT THE WORK THAT WAYNE TALKS ABOUT, GIVES US AN ADDITIONAL FTE TO HELP SUPPORT THE ROLL-OUT OF THE EQUITY AND EMPOWERMENT LENS ON A COUNTYWIDE BASIS. I JUST REALLY APPRECIATE THAT. AND THEN OUR LAST PERSON FROM OUR TEAM IS OUR NEWEST THAT'S UP HERE WITH US AND THAT'S TONYA. SHE'S GOING TO TALK TO YOU ABOUT WELLNESS.

>> THIS IS A REALLY COOL WORKFORCE DEVELOPMENT SLIDE.

>> I'M SORRY. I SKIPPED AHEAD. DO YOU WANT TO GO AHEAD, WAYNE?

>> I APOLOGIZE.

>> THE OTHER PIECE IS ORGANIZATIONAL DEVELOPMENT. SO THAT INCLUDES SOME OF THE STRATEGIC PLANNING THAT WE DO WITH DEPARTMENTS, TEAM BUILDING, HELPING DIVISIONS AND TEAMS CLARIFY THEIR MISSION AND THEIR VISION SO THEY CAN MOVE FORWARD. SOME OF THE SPECIFIC PROGRAMS WE'RE GOING TO BE CHAMPIONING IN THE COMING YEAR ARE DEVELOPING AN EXECUTIVE COACHING PROGRAM TO PROVIDE MANAGERS AND SUPERVISORS WITH CUSTOMIZED COACHING, TO DO MORE FORMALIZED PROGRAMMING TO SUPPORT MENTORING, ESPECIALLY OF OUR NEW EMPLOYEES AND WE'LL ALSO BE DEVELOPING AN IN-HOUSE MEDIATION PROGRAM TO ALLOW EMPLOYEES TO LEARN HOW TO MEDIATE CONFLICTS WITHIN THE WORKFORCE.

>> NOW,... [LAUGHTER] TONYA'S GOING TO TALK TO US ABOUT WELLNESS.

>> THANKS. GOOD MORNING CHAIR COGEN AND COMMISSIONERS. AND I JUST WANT TO AS WELL RECOGNIZE AND THANK ALL OF YOU HERE, I WOULD LIKE TO THANK THE WELLNESS INITIATIVE COMMITTEE FOR YOUR ROLE IN FUNDING, SUPPORTING AND REALLY BEING THE DRIVING FORCE THAT CREATED MY POSITION AND REALLY SET THE INTENTION THAT WELLNESS WOULD BECOME A VERY INTEGRATED PART OF CENTRAL H.R. AND THAT I CAN SUPPORT THE REALLY COOL WORK OF FOLKS LIKE WAYNE AND CARLA AND AMY AND FIND A WAY TO INTEGRATE OUR SERVICE WITHIN THE COUNTY. SO EMPLOYEE WELLNESS. IT'S BIG. IT'S A BIG THING. AND WE'RE REALLY AT THE VERY FUNDAMENTAL BEGINNING. WE'RE AT THAT STARTUP. WE'RE PLANTING THOSE SEEDS THIS YEAR AND EVERYBODY'S EXCITED ABOUT IT

NOW, IT'S THE SHINY NEW CAR. SO OUR FIRST STEP HERE IS TO IDENTIFY CHAMPIONS. I THINK MANY OF YOU ARE PROBABLY AWARE AND I APPRECIATE THE LEADERSHIP THAT YOU ALL ARE SHOWING THIS VERY NEXT WEEK BY, YOU KNOW, KICKING OFF OUR FIRST CAMPAIGN AND INTEGRATING SMALL BEHAVIORS THAT YOU CAN DEMONSTRATE AND MODEL THROUGHOUT THE ORGANIZATION. HOWEVER, WE ALSO HAVE A GRASSROOTS TEAM THAT IS GOING TO BE STARTING WITH 38 APPROVED NOMINEES THROUGHOUT THE COUNTY WHO WILL BE HELPING TO DISSEMINATE INFORMATION AROUND PHYSICAL ACTIVITY FOR OUR FIRST CAMPAIGN. TEAMS LIKE THIS WILL CONTINUE TO DO SO FOR THE NEXT THREE YEARS, TWO CAMPAIGNS A YEAR BASED ON DATA THAT WE'RE CURRENTLY COLLECTING AND I'M STILL REALLY DEEP IN THAT PROCESS OF COLLECTING THE KINDS OF DATA THAT WE NEED TO KNOW WHERE IT'S REALLY STRATEGIC AND IMPORTANT FOR US TO PUT OUR RESOURCES AROUND WELLNESS. SO THERE ARE SOME CHALLENGES TOO RIGHT? IT'S THE SHINY NEW CAR. BUT HOW DO WE MOVE FORWARD IN A WAY THAT BRINGS EQUITY TO WELLNESS, THAT BRINGS EFFECTIVENESS TO WELLNESS AND THAT REALLY MEANINGFULLY IMPACTS THE CULTURE OF THE ORGANIZATION IN SMALL AND LARGE WAYS AND THE LIVES OF THE INDIVIDUALS WORKING HERE? CURRENTLY, WE KNOW THAT OUR PROGRAM ESSENTIALLY FOCUSES THE VAST MAJORITY OF ITS RESOURCES ON FEWER THAN 2% OF COUNTY EMPLOYEES AND IN MOST CASES MUCH LESS THAN 1%, A FRACTION. THAT'S PRETTY RESOURCE-INTENSIVE GROUP AND WE HAVE LOTS OF PEOPLE WHO COULD USE OUR HELP. 4,500 EMPLOYEES, COUNTY EMPLOYEES, 5,500 SPOUSES AND DEPENDENTS, AND 800 RETIREES. MY WORK HERE IS TO THINK ABOUT HOW WE CAN MOVE OUR RESOURCES MORE TO THE PERIPHERY OF OUR ORGANIZATION, HOW WE CAN HAVE SMALLER AND MORE UBIQUITOUS BEHAVIORS THAT ARE SUPPORTIVE OF MENTAL HEALTH, PHYSICAL HEALTH AND CULTURAL ORGANIZATIONAL HEALTH. I LOOK FORWARD TO COMING BACK AND UPDATING YOU AGAIN AT SOME POINT IN THE FUTURE BUT AS YOU KNOW, WE'RE AT THE VERY EARLY STAGES AND IF YOU WOULD LIKE YOU CAN TAKE A LOOK AT THIS SORT OF IDEA OF WHERE WE'RE GOING, JUST, YOU KNOW, RIGHT NOW, OUR GOAL IS REALLY JUST TO RAISE THAT WELLNESS AWARENESS, CREATE THAT POSITIVE CACHET. YOUR ROLE IS TO MODEL THAT GOOD HEALTH AS WELL AS THE TEAM AND WE KNOW THAT THERE WILL PROBABLY BE SUPPORTIVE POLICIES AS WE ENCOUNTER THE INEVITABLE BARRIERS. SO I LOOK FORWARD TO YOUR SUPPORT AND YOUR OPINIONS AS WE MOVE FORWARD IN THAT. THANKS VERY MUCH.

>> SO WE BECAUSE OF KIND OF THE HIGH-LEVEL OVERVIEW AND I STARTED OFF BY SHOWING YOU A PICTURE OF A WAVE AND REALLY WHAT WE WANT TO DO IS STAY AHEAD OF THAT WAVE. WE'RE GOING TO BE BETTER POSITIONED AS AN ORGANIZATION FOR THE FUTURE. WE'RE GOING TO HAVE INCREASED ORGANIZATIONAL CAPACITY. WE WILL BE A MORE EFFICIENT ORGANIZATION. AND WE'LL ENSURE THE HEALTH AND SUSTAINABILITY OF OUR ORGANIZATION. AND IN TURN WHAT THAT DOES IS WE PROVIDE BETTER

SERVICES TO THE COMMUNITY AT LARGE. SO AGAIN, I SEE THIS AS WORK NOT JUST OF HUMAN RESOURCES, IT'S GOING TO TAKE OUR MANAGERS AND THE SUPPORT OF THE BOARD. WE REALLY HAVE APPRECIATED YOUR SUPPORT THROUGH THIS. WE THINK IT'S -- DOABLE. WE WOULD BE HAPPY TO GIVE YOU AN UPDATE, GIVE YOU ANY MORE INFORMATION THAT YOU MIGHT HAVE, WONDERING ABOUT SOME DETAILS OF THE HIGH-LEVEL WORK THAT WE'VE TALKED ABOUT HERE, BUT WITH THAT I WANTED TO SEE IF YOU HAD ANY QUESTIONS FOR US?

>> I HAVE A QUESTION. I WANT TO FIND OUT A LITTLE BIT MORE ABOUT THE CLASSIFICATION FOR THE INTERNSHIPS AND HOW THAT WILL IMPACT THE SUMMER WORK INTERNSHIP.

>> WHAT WE DID IN CLASS COMP IS WE CREATED AN OPTION FOR DEPARTMENTS TO USE. SO THERE ARE DIFFERENT CLASSIFICATIONS THAT FOLKS USE FOR INTERNSHIPS. WE DID HAVE ANYTHING SPECIFIC. WHAT WE DID IS CREATED A COUPLE OF DIFFERENT LEVELS OF IT. IT CAME OUT OF KIND OF REQUESTS FROM DEPARTMENTS IN DIFFERENT AREAS. I'M NOT EXACTLY SURE HOW WE'RE DOING THE SUMMER INTERN PROGRAM. BUT IT'S NOT A REQUIREMENT THAT THAT'S BEING USED. IT'S JUST AN OPTION FOR US TO USE.

>> THANK YOU. AND I WOULD LIKE TO WORK WITH YOU ON THE MINIMUM REQUIREMENTS TO BE EMPLOYED AT MULTNOMAH COUNTY. I DO THINK WE HAVE SOME OPPORTUNITIES THERE.

>> I WOULD COMPLETELY AGREE. I THINK THAT'S ONE OF THE MOST IMPORTANT PIECES OF WORK THAT WE'LL BE LOOKING AT. I BELIEVE THAT OUR SYSTEM OF QUALIFICATIONS CREATE BARRIERS. I THINK IT CREATES BARRIERS FOR THE FOLKS THAT ARE WORKING WITH US TODAY, THAT CAN'T EVEN MOVE UP TO THE ORGANIZATION BECAUSE OF THE SYSTEM THAT WE HAVE AND I THINK IT CREATES BARRIERS FOR FOLKS THAT EVEN LOOK AT THEM AND MAY HAVE TRANSFERABLE SKILLS THAT WE'RE NOT RECOGNIZING IN THOSE QUALIFICATIONS.

>> RIGHT, THANK YOU.

>> THANK YOU. I WANT TO ADD ONTO THAT, AS WELL. I'M HAPPY THAT WE'RE SEEING A DIFFERENT, YOU KNOW, HIRING CRITERIA HAPPENING. [INDISCERNIBLE] VERY HAPPY. JUST LOVE TO WORK WITH YOU.

>> WE'RE ACTUALLY HOPING TO DO A BRIEFING ON THE BRANDING PROJECT WHEN WE'RE COMPLETE WITH IT AS WE ROLL IT OUT TO THE COUNTY. I THINK IT'S GOING TO BE -- WHEN WE LOOK ACROSS THE SISTER JURISDICTIONS ACROSS THE COUNTRY, NOBODY'S DOING IT REALLY WELL. WE'RE NOT DOING IT PARTICULARLY WELL OURSELVES SO I THINK WE CAN ONLY GO UP FROM

HERE BUT WE'RE PRETTY EXCITED THAT THE WORK THAT AMY AND THE PROJECT TEAM IS PUTTING TOGETHER IS SOMETHING THAT WE'LL BE INTERESTED IN TAKING A LOOK AT.

>> SO YOU CAN MOVE OUT THERE.

>> EXACTLY. WE WOULD LIKE TO LEAD.

>> I WANTED TO ADD MY CONGRATULATIONS TO YOU ON THIS WORK MATTERS THEME. IT'S JUST REALLY CONCISE AND I THINK IT EXPRESSES REALLY WELL HOW EMPLOYEES HERE FEEL. IT REALLY CAPTURES SOMETHING IMPORTANT ABOUT MULTNOMAH COUNTY. I'M CURIOUS. IF YOU HAVE AN INTERN WHO RETURNED AS EMPLOYEES AND DO WE KEEP DATA, DO WE HAVE A METRIC?

>> SINCE IT'S MANAGED IN A DECENTRALIZED WAY, THE DEPARTMENTS MAY HAVE THAT, I CAN GO CHECK ON THAT, THOUGH, AND SEE IF THAT COULD BE INFORMATION I COULD PROVIDE FOR YOU.

>> AND THEN JUST ONE OTHER NOTE, I JUST -- I DON'T WANT TO EMBARRASS ANYBODY WITH PRAISE, I DID THAT LAST WEEK. BUT WE JUST HAD SUCH A VERY SUCCESSFUL ADVERTISEMENT PROCESS FOR AN EXECUTIVE DIRECTOR POSITION THAT I WAS ABLE TO PARTICIPATE IN AND H.R. REALLY DID AN EXCELLENT JOB. [INDISCERNIBLE]

>> AND YOU KNOW THE CREDIT FOR THAT GOES TO MARY BETH AND HER TEAM IN THE DEPARTMENT OF COUNTY ASSETS. I COULDN'T BE EVEN MORE PLEASED WITH THE HIRING THAT SHE MADE.

>> THANK YOU.

>> I HAVE A QUESTION, CHAIR COGEN. DO YOU KNOW WHERE WE ARE TRAVIS IN TERMS OF OTHER GOVERNMENTS IN THE METRO AREA? HAVE THEY GOTTEN AS FAR AS WE HAVE IN TERMS OF IDENTIFYING THAT WE WILL HAVE A BRAIN TRAIN FROM THE BABY BOOMERS? ARE THEY TALKING ABOUT THIS, AS WELL?

>> I THINK EVERYONE IN H.R. IS TALKING ABOUT IT, NOT JUST IN THE PUBLIC SECTOR BUT IN THE PRIVATE SECTOR. US FOLKS AREN'T ALWAYS THE QUICKEST. WE'RE TRYING TO MAKE SURE WE ARE AHEAD OF THAT WAVE. I BELONG THE DIFFERENT GROUPS AND CARLA'S ON A BOARD OF LOCAL PROFESSIONAL ORGANIZATION FOR PUBLIC SECTORS. I'M HEARING FOLKS TALK ABOUT IT BUT I THINK OUR STRATEGIC PLANNING PROCESS REALLY DOES PUT US AHEAD OF THAT CURVE.

>> I THINK THAT WILL BE GREAT BECAUSE WE'RE GOING TO HAVE A HUGE CHALLENGE. WE'RE GOING TO COMPETE FOR THAT, YOU KNOW, NEXT EMPLOYEE WITH ALL THESE OTHER FOLKS AND WE HAVE TO GIVE THEM REASONS WHY THEY SHOULD COME TO MULTNOMAH COUNTY BECAUSE THEY'RE GOING TO BE A MUCH-NEEDED RESOURCE.

>> I COMPLETELY AGREE. THE REPRIEVE WE HAD WITH THE ECONOMY IS GOING TO GO AWAY. THERE'S A FIRST WAVE OF FOLKS THAT ARE KIND OF COMING THROUGH THE PIPELINE THAT MAY BE ABLE TO REPLACED SOME OF THOSE WORKERS BUT IT'S NOT GOING TO BE COMPLETE. WE ALREADY ARE EXPERIENCING PLACES LIKE IN I.T. AND THE HEALTHCARE INDUSTRY WHERE EVEN THOUGH THERE'S A LOT OF UNEMPLOYMENT, THERE'S STILL A SKILLS GAP. AND OUR ABILITY TO FILL THOSE JOBS IS ALREADY BECOMING DIFFICULT.

>> THANK YOU.

>> Chair Cogen: THANK YOU ALL VERY MUCH THAT WAS GREAT.

>> THANK YOU.

>> Chair Cogen: OKAY. IN OUR NEXT BRIEFING THIS MORNING, IT'S GOING TO BE AN UPDATE ON THE -- ON THE NEW EXECUTIVE RULE ON EQUAL ACCESS RESTROOMS.

>> GIVE ME A MINUTE TO GET SETTLED. SO WHEN WE TALK ABOUT BEING INCLUSIVE AS A COUNTY, WE MEAN IT. BUT THE BEST WAY FOR OUR COMMUNITY TO JUDGE US IS NOT BY WHAT WE SAY BUT WHY WHAT WE DO AND THAT'S WHY I'M SO PROUD THIS MORNING TO ANNOUNCE A NEW ACTION THAT'S GOING TO MAKE THE COUNTY MORE INCLUSIVE TO OUR TRANSGENDER COMMUNITY. AS COUNTY CHAIR THIS MORNING, I SIGN AN EXECUTIVE ORDER THAT ENSURED ANY NEW COUNTY BRIGS AND REMODELS OF EXISTING COUNTY BUILDINGS WILL TAKE INTO ACCOUNT THE ISSUE OF GENDER NONSPECIFIC BATHROOMS. THIS WILL REMOVE UNNECESSARY BARRIERS FOR TRANSGENDER FOLKS AS WELL AS FOR FAMILIES AND OLDER PEOPLE AND PEOPLE WHO NEED HELP IN THE BATHROOM. I WOULD LIKE TO THANK OUR OFFICE OF DIVERSITY AND EQUITY, BASIC RIGHTS OREGON, THE SEXUAL MINORITY YOUTH RESOURCE CENTER FOR THEIR INVALUABLE HELP IN PUTTING THIS ACTION TOGETHER AND I WOULD ALSO LIKE TO THANK THE COUNTY EMPLOYEES WHO SHARED WITH THE OFFICE OF DIVERSITY AND EQUITY THE CHALLENGES THEY WERE HAVING WITH OUR EXISTING SYSTEM. AND SOME OF THOSE STORIES WERE TRULY HORRENDOUS AND IT'S GREAT TO BE ABLE TO BE TAKING AN ACTION THAT'S GOING TO BOTH SUPPORT OUR COUNTY EMPLOYEES AND THE PUBLIC AT LARGE BECAUSE EVERY ONE OF OUR BUILDINGS IS A PUBLIC BUILDING THAT SHOULD BE ACCESSIBLE TO ALL

MEMBERS OF OUR COMMUNITY. I WOULD LIKE TO TURN IT OVER TO MY CHIEF OF STAFF, MARISSA MADRIGAL.

>> GOOD MORNING, CHAIR. OUR FIRST SPEAKER IS KALISSA CANYON-SCOPES, THE PROGRAM AND POLICY DIRECTOR OF THE OFFICE OF DIVERSITY AND EQUITY AND SHE'S GOING TO TALK A LITTLE BIT ABOUT THE EMPLOYEE EXPERIENCE.

>> GOOD MORNING, CHAIR, COMMISSIONERS, I HAVE A COLD. SORRY FOR THE UNPLEASANT VOICE. I AM KALISSA CANYON-SCOPES, THE PROGRAM AND POLICY DIRECTOR. I THOUGHT ABOUT NOT DOING IT BECAUSE OF MY VOICE BUT I FEEL SO STRONGLY ABOUT THIS I REALLY WANTED TO BE HERE. SO I'M THE PROGRAM AND POLICY DIRECTOR FOR THE COUNTY'S OFFICE OF DIVERSITY AND EQUITY. OFFICE OF DIVERSITY AND EQUITY'S MISSION IS TO HOLD MULTNOMAH COUNTY ACCOUNTABLE TO ENSURE ACCESS, EQUITY AND INCLUSION IN OUR SERVICES, POLICIES, PRACTICES AND PROCEDURES. AS YOU KNOW, ONE INNOVATIVE AND POWERFUL TOOL WE USE TO ACCOMPLISH THAT MISSION IS THE EQUITY AND EMPOWERMENT LENS WHICH WE USE TO UNCOVER STRUCTURAL AND INSTITUTIONAL BARRIERS TO EQUITY. I CAN'T THINK OF ANYTHING MORE BASIC TO WORKPLACE EQUITY THAN A WORRY-FREE PLACE TO USE THE BATHROOM WHILE AT WORK. THIS EXECUTIVE ORDER IS GOOD WORKPLACE POLICY. MANY OF US SPEND MORE OF OUR LIVES AT WORK THAN AT ANY OTHER PLACE AND NEVER THINK TO WONDER IF THERE WILL BE A BATHROOM WE CAN COMFORTABLY USE. IN ODE WE HAVE HEARD STORIES FROM TRANS EMPLOYEES INCLUDING ONE WHO WAS SO UNCOMFORTABLE USING THE BATHROOM IN THEIR OWN BUILDING THAT THEY LEFT THEIR BUILDING TO USE THE BATHROOM AT A NEARBY BUSINESS. A SAFE RESTROOM IS A BASIC NECESSITY FOR POSITIVE MENTAL AND PHYSICAL HEALTH IN THE WORKPLACE. GENDER NEUTRAL BATHROOMS ARE A NECESSARY STEP TOWARDS GENUINE INCLUSION, NOT A NICE GESTURE OR SOMETHING TO DO IF WE CAN FIT IT INTO OUR BUDGET OR OUR PLAN. THE COUNTY HAS PUT SO MUCH WORK INTO POLICIES THAT MAKE US AN ATTRACTIVE PLACE FOR LGBTQ EMPLOYEES AND THIS EXECUTIVE ORDER IS JUST ONE OF THE SIMPLE STEPS WE MUST TAKE TO CARRY THROUGH ON THOSE PROMISES. A WELCOMING, INCLUSIVE WORKPLACE FOR TRANS PEOPLE HAS INCLUSIVE RESTROOMS. THERE ARE A LOT OF ACTIVITIES THIS WEEK DEMONSTRATING MULTNOMAH COUNTY'S ONGOING COMMITMENT TO EQUITY AND INCLUSION, INCLUDING A PRIDE PROCLAMATION, AND A BRIEFING LATER THIS MORNING ON THE LGBTQ DATA COLLECTION. THIS WEEKEND I EXPECT I WILL SEE ALL OF YOU WALKING WITH US IN THE PRIDE PARADE. EQUITY AND INCLUSION MEANS SOMETHING HERE. WALKING IN PRIDE IS NOT JUST A GESTURE. IT IS A DEMONSTRATION OF INCLUSION IN ACTION AND IS BACKED BY INCLUSIVE HEALTHCARE BENEFITS, THE CREATION OF AND SUPPORT FOR A FULLY STAFFED OFFICE OF DIVERSITY AND EQUITY, EIGHT EMPLOYEE RESOURCE GROUPS AND SUPPORT FOR THE EQUITY AND EMPOWERMENT LENS. WE HAVE PLENTY OF WORK TO DO AND

THIS EXECUTIVE ORDER IS ONE STEP DOWN THE ROAD FOR AN INCLUSIVE WORKPLACE THAT TREATS EVERYONE WITH DIGNITY AND RESPECT. THANK YOU.

>> AND NOW, I WOULD LIKE TO INTRODUCE ADDIE JONES FROM THE SEXUAL MINORITY YOUTH RESOURCE CENTER.

>> THANK YOU, GOOD MORNING. MY NAME IS ADDIE JONES AND I AM A STAFF MEMBER AT SMYRC, THE YOUTH AND YOUNG ADULT PROGRAM OF Q CENTER. OUR PROGRAM CONSISTS OF COMMUNITY EDUCATION, COUNSELING AND A DROP-IN CENTER WHERE WE SERVE YOUTH AGES 12 TO 23 WHO IDENTIFY AS LGBTQ. THAT IS LESBIAN, GAY, BISEXUAL, TRANS , QUEER AND QUESTIONING. WE ARE CONTRACTING THROUGH MULTNOMAH COUNTY WITH THE SUN SERVICES SYSTEM TO MAINTAIN A RISK REDUCTION MODEL FOR LGBTQ YOUTH AGES 12 TO 18. WE ARE COMMITTED TO BREAKING DOWN BARRIERS TO ENSURE THAT LGBTQ YOUTH ARE COMPLETING HIGH SCHOOL THROUGH A K-12 GRADUATION OR A GED COMPLETION. I'M HERE TODAY TO BRIEFLY ADDRESS THE REASONS WHY THIS EXECUTIVE RULE ON GENDER NEUTRAL RESTROOMS IS ANOTHER STEP TOWARDS BREAKING DOWN BARRIERS FOR LGBTQ PEOPLE BY ENSURING THE SAFETY AND ACCESSIBILITY OF OUR COUNTY FACILITIES FOR GENDER NONCONFORMING AND TRANS INDIVIDUALS. GENDER-SPECIFIC RESTROOMS, THAT IS THOSE THAT ARE MARKED MEN OR WOMEN ON THEIR DOORS, ARE STRUCTURED OFF A GENDER BINARY SYSTEM, WHICH IS A SYSTEM THAT SETS THE NORMS OR WHAT YOU COULD CALL CULTURAL RULES FOR WHO COUNTS AS A MAN AND WHO COUNTS AS A WOMAN. THAT IS THAT MEN WERE ASSIGNED MALE AT BIRTH AND EXPRESS THEIR GENDER IN MASCULINE WAYS AND WOMEN WERE ASSIGNED FEMALE AT BIRTH AND EXPRESS THEIR GENDER IN FEMININE WAYS. WHILE IT'S ASSUMED THAT ALL PEOPLE FALL NEATLY WITHIN THE SYSTEM, IT IS NOT REFLECTIVE OF ALL PEOPLE'S GENDERED EXPERIENCE. TRANSPeople, people who do not identify with the people who were assigned at birth and gender nonconforming people, those who do not express their gender in ways that conform to societal expectations all fall outside of this system or you could say break these cultural rules. JUST AS OTHER RULES, THE GENDER IDENTITIES AND EXPRESSIONS OF TRANS AND GENDER NONCONFORMING PEOPLE. THE GENDER POLICING IN AND AROUND GENDER SPECIFIC RESTROOMS CAN TAKE MANY FORMS, SUCH AS INTIMIDATING LOOKS, NAIVE QUESTIONS LIKE DON'T YOU KNOW YOU'RE IN THE WRONG RESTROOM? WHICH CAN CAUSE OFTEN EMBARRASSING OR UNCOMFORTABLE SCENES WITHIN THE RESTROOM. MORE AGGRESSIVE ACCUSATIONS OF BEING IN THE WRONG RESTROOM CAN LEAD TO SECURITY INVOLVEMENT, AND ADDITIONALLY, THIS GENDER POLICING CAN ESCALATE TO THE LEVEL OF PHYSICAL VIOLENCE. WHEN A PERSON EXPERIENCES THESE INTERACTIONS IN PUBLIC RESTROOMS REPEATEDLY ON OR ON A REGULAR BASIS AS SO MANY OF US WITHIN THE LGBTQ COMMUNITY HAVE,

THEY MAY FAIL SO ANXIOUS OR UNSAFE ACCESSING THEM THAT THEY JUST STOP DOING SO. IF UTILIZING IN THIS CASE A COUNTY FACILITY THAT LACKS A GENDER NEUTRAL RESTROOM, THEY ARE GOING TO HAVE TO TAKE CERTAIN MEASURES. THEY MAY STOP EATING AND DRINKING THAT DAY SO THEY WON'T HAVE TO USE THE RESTROOM. THEY MAY CONTINUE EATING AND DRINKING BUT JUST DECIDE THAT HOLDING IT ALL DAY IS THEIR BEST OPTION. BOTH OF THESE TACTICS ARE PUBLIC HEALTH ISSUES. IF IT IS AN OPTION, THEY MAY CONCLUDE IT IS IN THEIR BEST INTEREST TO STOP ACCESSING THAT PARTICULAR COUNTY FACILITY. OBVIOUSLY, FOR COUNTY EMPLOYEES, THIS IS NOT AN OPTION. THE ABSENCE OF GENDER-NEUTRAL BATHROOM OPTIONS IS A HEALTH, SAFETY AND ACCESSIBLE ISSUE FOR TRANS AND GENDER NONCONFORMING PEOPLE. THERE ARE THIS EXECUTIVE ORDER WHICH AIMS TO ENSURE ACCESS TO THESE RESTROOMS WITHIN MULTNOMAH COUNTY FACILITIES IS A STEP TOWARDS DECREASING HEALTH AND SAFETY RISKS THAT ARE FACED BY TRANS AND GENDER-NONCONFORMING PEOPLE WITHIN OUR COUNTY. THANK YOU.

>> THANK YOU VERY MUCH.

>> ARE THERE ANY QUESTIONS FOR ADDIE OR KALISSA BEFORE WE GO INTO THE DETAILS OF THE EXECUTIVE RULE? OKAY, GREAT. I WASN'T SURE IF YOU HAD A COPY OF THE EXECUTIVE RULE? SO THE EXECUTIVE RULE ITSELF DOES A COUPLE OF THINGS. IT DEFINES WHAT GENDER-NEUTRAL RESTROOMS ARE. AND STATES THAT THE COUNTY SHALL MAKE REASONABLE EFFORTS TO INCLUDE GENDER-NEUTRAL RESTROOMS IN NUMBER AND LOCATION APPROPRIATE TO THE BUILDING'S USE AND ANY NEW BUILDING CONSTRUCTED BY THE COUNTY OR RENOVATION OF EXISTING COUNTY FACILITIES AND ALSO STATES THAT THE INCLUSION OF GENDER-NEUTRAL RESTROOMS MAY BE IN ADDITION TO NOT TO THE EXCLUSION OR REPLACEMENT OF EXISTING GENDER-SPECIFIC RESTROOM FACILITIES. SO THAT'S REALLY THE NUT OF THE RULE ITSELF. BUT IN ADDITION TO THE RULE, OUR STAFF IS GOING TO BE WORKING WITH FACILITIES TO DO A FEW OTHER THINGS. OVER THE SUMMER WE'RE GOING TO BE INVENTORYING THE AVAILABLE GENDER-NEUTRAL RESTROOMS IN ALL COUNTY BUILDINGS AND THEN TAKING STEPS TO CLEARLY IDENTIFY THOSE FOR EMPLOYEES IN THE PUBLIC AND COUNTY BUILDING DIRECTORIES AS WELL AS MAKING SURE THERE'S CLEAR SIGNAGE AND WE'VE ALREADY TAKEN STEPS IN THIS BUILDING TO ADDRESS THAT, YOU'LL SEE SIGNS DIRECTING PEOPLE TO OTHER FLOORS WHERE THERE ARE GENDER-NEUTRAL RESTROOMS. SO THAT'S THE RULE AND THAT'S WHAT WE'LL BE DOING IN THE FUTURE. ANY QUESTIONS ABOUT THE SPECIFICS OR COMMENTS?

>> Comm. Kafoury: SO I APPRECIATE THAT WE'RE TAKING STEPS IMMEDIATELY. WE'RE NOT NECESSARILY BUILDING NEW BATHROOMS BUT SOMETIMES, CHANGING EXISTING BATHROOMS?

>> WHAT WE'LL BE DOING IS WHEN WE HAVE NEW PROJECTS, WHEN WE'RE RENOVATING EXISTING SPACES OR BUILDING NEW BUILDINGS, WE'LL BE MAKING SURE THERE ARE GENDER-NEUTRAL BATHROOMS AVAILABLE. BUT IN CURRENT BUILDINGS, WHAT WE'RE GOING TO DO WHEN WE DO THE INVENTORY IS SEE WHERE THE GAPS ARE, AND THEN IF THERE ARE LARGE GAPS, WE'LL BE RETURNING TO THE BOARD WITH A PLAN FOR HOW TO ADDRESS THOSE. AND ALSO LABELING EXISTING RESTROOMS FOR PUBLIC ACCESS.

>> Comm. Kafoury: THANK YOU.

>> Chair Cogen: THANK YOU VERY MUCH. APPRECIATE THIS. GREAT WORK. I WANT TO SAY I'M REALLY PROUD OF THIS WORK. WE ARE THE FIRST COUNTY IN THE COUNTRY WHO IS DOING THIS. BUT WE DO -- [APPLAUSE] I KNOW THIS IS THE TYPE OF LEADERSHIP THAT MULTNOMAH COUNTY RESIDENTS WOULD LIKE TO SEE FROM THEIR LOCAL GOVERNMENT. I WOULD LIKE TO ACKNOWLEDGE THE FACT THAT THE CITY OF PHILADELPHIA INSPIRED US. WE HAVE ANOTHER LOCAL INSPIRATION, TOO. GRANT HIGH SCHOOL WAS THE FIRST PLACE IN OREGON THAT TOOK ON THIS ISSUE AND IN GRANT HIGH SCHOOL, LED BY SOME TRANS STUDENTS IN GRANT HIGH SCHOOL, THEY LED TO A PROCESS THAT CREATED SIX GENDER-NEUTRAL BATHROOMS IN GRANT HIGH SCHOOL, MADE THE ENTIRE PLACE WARMER, MORE WELCOMING FOR EVERYONE AT GRANT HIGH SCHOOL. AS A GRANT PARENT, IT WAS A REALLY COOL THING. OUR KIDS APPRECIATE THAT, ALTHOUGH THEY'RE NOT TRANS BUT THEY THINK IT'S GREAT TO HAVE A VERY INCLUSIVE COMMUNITY THERE AND MULTNOMAH COUNTY EMPLOYEES AND OUR RESIDENTS WHO USE OUR BUILDINGS DESERVE NO LESS. THANK YOU VERY MUCH. AND OUR THIRD BRIEFING THIS MORNING --

>> I WOULD LIKE TO MAKE A COMMENT.

>> Chair Cogen: ABSOLUTELY.

>> I WANT TO THANK YOU ALL FOR WORKING ON THIS. I WANT TO THANK CASEY, SPENT A LOT OF TIME WORKING ON THIS. IT'S A PROUD DAY FOR MULTNOMAH COUNTY. I THINK WE ALL LOVE TO BE ABLE TO WALK OUR TALK IN A TANGIBLE WAY. ALTHOUGH IT IS A SMALL STEP, IT'S GOING TO HAVE HUGE RAMIFICATIONS, NOT JUST FOR THE TRANS COMMUNITY AND THE LGBTQ COMMUNITY BUT ALSO IT MAKES OUR WORKPLACE MUCH MORE FAMILY FRIENDLY. I KNOW AS A MOM SOMETIMES, IT'S KIND OF UNCOMFORTABLE TO TAKE YOUR SON OR YOUR DAUGHTER AND YOU'RE NOT SURE WHICH RESTROOM TO GO IN SO THIS OPENS UP A WHOLE NEW WORLD FOR SO MANY PEOPLE IN OUR COMMUNITY. I REALLY WANT TO THANK YOU FOR TAKING CARE OF THIS.

>> Chair Cogen: THANK YOU VERY MUCH. OUR LAST BRIEFING IS AN INFORMATIONAL BOARD BRIEFING ON PFLAG'S LGBTQ DATA COLLECTION.

>> THE CHAIR WILL BE RETURNING MOMENTARILY BUT IN THE MEANTIME WE CAN GO AHEAD AND BEGIN.

>> WELL, GOOD MORNING, CHAIR, COMMISSIONERS. I'M GERALD DIXON. AND SOMETIMES, I JUST HAVE TO GO OFF-SCRIPT. I AM JUST SO FULL RIGHT NOW. I'M NOT GOING TO GRAB THIS KLEENEX BUT I WANT TO THANK YOU ALL FOR WHAT YOU JUST DID. I AM SO PROUD, SO HONORED, TO HAVE THIS OPPORTUNITY TO WORK HERE IN THIS COUNTY. THANK YOU.

>> THANK YOU. SOMETIMES, WE ALL HAVE TO GO OFF THE SCRIPT. FROM TIME TO TIME. IT HAPPENS.

>> WELL -- [LAUGHTER] THERE'S THE KLEENEX. ON OCTOBER 11th OF 2012, THE PFLAG PORTLAND BLACK CHAPTER AND THE URBAN LEAGUE OF PORTLAND SPONSORING THE EVENT IN CELEBRATION OF NATIONAL COMING OUT DAY, THE RELEASE OF A GROUND BREAKING REPORT THAT EXPLORED THE BLACK LGBTQ OREGONIAN EXPERIENCE. IT'S TITLED LIFT EVERY VOICE. THE BLACK LGBTQ OREGONIAN EXPERIENCE. WHILE ATTENDING THE EVENT, I KNEW THAT THIS WAS INFORMATION THAT OUR BOARD OF COMMISSIONERS WOULD CARE ABOUT AND LIKE TO KNOW ABOUT. THERE ARE I'M VERY HONORED TO INTRODUCE OUR PANEL OF PRESENT THAT WILL PRESENT THIS INFORMATION TO YOU THIS MORNING. FIRST, STEVEN LEIDER, A GRADUATE TEACHING ASSISTANT AT OREGON STATE UNIVERSITY. KATIE SAWICKI, URBAN LEAGUE POLICY ASSOCIATE. KHALIL EDWARDS, PFLAG PORTLAND BLACK CHAPTER COORDINATOR. LIZ RODRIGUEZ, PRISM EMPLOYEE RESOURCE COCHAIR. AND -- [INDISCERNIBLE] WE WILL BE JOINED BY TRAVIS GRAVES, OUR H.R. AND ALTHOUGH SHE'S NOT PRESENTING, I THINK SHE'S IN THE AUDIENCE, SHE'S HERE WITH US, ALSO. JUST WANT TO ACKNOWLEDGE HER PRESENCE. I'LL TURN IT OVER TO OUR PRESENTERS.

>> GOOD MORNING, COMMISSIONERS. MY NAME IS STEVEN LEIDER. I'M A GRADUATE TEACHING ASSISTANT AT OREGON STATE UNIVERSITY, WHERE PRIOR TO BEGINNING MY GRADUATE STUDIES, I HAD BEEN DIRECTOR OF THE LGBTQ SERVICES FOR THE UNIVERSITY FOR SIX YEARS. I'M GOING TO GO OFF-SCRIPT FOR A MOMENT TOO AS WELL TO SAY HOW DEEPLY MOVED TO BE HERE ON THIS HISTORIC DAY FOR OREGON. IT'S BEEN A VERY HISTORIC MORNING. I'M HERE TO TALK ABOUT DATA AND DATA GATHERING REGARDING DEMOGRAPHICS OF THE LGBTQ PEOPLE IN GENERAL. MY RESEARCH AT UNIVERSITY IS ABOUT THE EXPERIENCES OF LGBTQ COLLEGE STUDENTS WHO ARE ATTEMPTING TO REPLACE LOST FAMILIAL FUNDING WHEN THEY GET OUTED AND THEIR FAMILIES KICK THEM OUT OF THE HOME AND CUT THEM OFF FINANCIALLY AND STUDENTS SUDDENLY ARE SCRAMBLING TO FIND NOW SOURCES OF MONEY SO THEY CAN COMPLETE THEIR EDUCATION.

ONE OF THE CHALLENGES THAT I'VE RUN INTO IN THE COURSE OF DOING THE RESEARCH IS THERE IS ALL BUT ZERO IN THE WAY DEMOGRAPHIC DATA ABOUT LGBTQ COLLEGE STUDENTS IN PARTICULAR BUT LGBTQ PEOPLE IN GENERAL. PEOPLE HAVE BEEN SO AFRAID OF OVERSTEPPING BOUNDS OF PRIVACY AND PROPRIETY AND ASKING ABOUT LESBIAN GAY BISEXUAL TRANSGENDER IDENTITIES THAT WE'VE REALLY DROPPED THE BALL IN TERMS OF GATHERING ENOUGH INFORMATION TO BE ABLE TO DETERMINE WHETHER OR NOT WE'RE ACTUALLY SERVING THESE POPULATIONS PROPERLY. THIS MORNING'S ORDER FOR TRANSGENDER BATHROOMS IS A REALLY GREAT STEP IN THAT DIRECTION AND WE COULD BE DOING A LOT MORE. AND IN ORDER TO DO A LOT MORE, WE NEED TO BEGIN TO GATHER DEMOGRAPHIC DATA. WE ASK DEMOGRAPHIC DATA ON JUST ABOUT EVERY OTHER POPULATION THAT YOU CAN IMAGINE. THERE'S A LONG LIST THAT I USUALLY READ INTO A RECORD REGARDING COLLEGE STUDENT POPULATIONS. AND THEN AT THE END OF THAT, POINT OUT THAT WE DON'T HAVE INFORMATION ABOUT LGBTQ STUDENTS. SO THAT BEING SAID, I WOULD LIKE TO PASS IT ON TO MY COLLEAGUES SO THAT THEY CAN TELL YOU MORE.

>> GOOD MORNING COMMISSIONERS, MY NAME IS KATIE SAWICKI, I'M AT THE URBAN LEAGUE OF PORTLAND BUT I WANT TO FIRST THANK YOU AGAIN FOR TAKING THE TIME TO LEARN ABOUT THIS ISSUE TODAY. BUT TODAY IS AN EXCITING DAY FOR OUR COMMUNITY AND MULTNOMAH COUNTY. THANK YOU. SO I'M GOING TO TALK A LITTLE BIT ABOUT THE ISSUE BRIEF. WE RELEASED IT LAST OCTOBER, CALLED LIFT EVERY VOICE AND DOES EVERYONE HAVE A COPY OF IT. WE'RE GOING TO PASS IT OUT. SO THE BRIEF CAME ABOUT FROM A PARTNERSHIP EFFORT BECAUSE WE WANTED TO ELEVATE THE VISIBILITY OF BLACK LGBTQ COMMUNITIES AND RAISE UP THE NEEDS, EXPERIENCES AND LEADERSHIP OF PEOPLE IN THIS COMMUNITY AND THEIR FAMILIES. THROUGHOUT THE PROCESS WE LEARNED A GREAT DEAL ABOUT THE CHALLENGES FACED IN HEALTH, EDUCATION, EMPLOYMENT AND WITHIN THE LARGER COMMUNITY BUT PERHAPS THE LARGEST TAKEAWAY FROM THE WHOLE EXPERIENCE WAS AROUND THE LACK OF DATA COLLECTION. AS MY COLLEAGUE KHALIL WILL TALK ABOUT, WE CONDUCTED TWO FOCUS GROUPS AND WE'VE INCLUDED A FEW OF THOSE QUOTES ABOVE ABOUT PEOPLE'S EXPERIENCES AS BEING BOTH BLACK AND LGBTQ, FOLKS. WE FOUND THE MAJORITY OF DATA TRACKING DOES NOT INCLUDE SEXUAL ORIENTATION OR GENDER IDENTITY AND THAT ULTIMATELY WHEN THE ANALYSIS IS DONE, IT DOESN'T PULL OUT THE EXPERIENCES OF PEOPLE OF COLOR. BUT WE NEED TO GET THIS FULL PICTURE OF DISPARITIES FACED BY LGBTQ PEOPLE OF COLOR IN GENERAL AND SPECIFICALLY BLACK LGBTQ FOLKS TO BE ABLE TO SET SOME DISPARITY REDUCTION GOALS, AND WE CAN'T GET THERE WITHOUT A RELIABLE AND CONSISTENT MEASUREMENT. WHERE WE DO HAVE DATA, WE SEE THAT LGBTQ PEOPLE OF COLOR AND BLACK FOLKS IN GENERAL FACE EXTREME DISPARITIES COMPARED TO WHITE POPULATIONS OF ANY ORIENTATION AND GENDER IDENTITY. AND EVEN COMPARED TO STRAIGHT PEOPLE OF COLOR. AND THIS IS BECAUSE OF COMPOUNDING

INEQUALITIES. THAT EXIST. THE REALITIES OF LIVING AT THE INTERSECTION OF HOMOPHOBIA, TRANSPHOBIA, RACISM AND SEXISM. WE FOUND IN DOING OUR RESEARCH THAT TRANSGENDER PEOPLE OF COLOR IN PARTICULAR ARE UNDERREPRESENTED IN MANY AREAS OF RESEARCH AROUND EMPLOYMENT DISCRIMINATION, HEALTH OUTCOMES AND ACCESS, EDUCATION AND BULLYING AND WE KNOW THAT TRANSGENDER PEOPLE OF COLOR EXPERIENCE UNIQUE DISPARITIES AND BARRIERS AND THAT THIS IS ONE AREA THAT WE REALLY NEED TO IMPROVE OUR RESEARCH. THERE WE GO. THE DATA THAT DOES EXIST SPEAKS SPECIFICALLY TO SYSTEMIC PROBLEMS THAT WE NEED TO ADDRESS. NATIONAL AND LOCAL DATA SHOWS THAT LESBIAN, GAY, BISEXUAL AND TRANSGENDER PEOPLE QUEER OF COLOR FARE FAR WORSE. WE DON'T HAVE TIME TO DELVE INTO ALL OF THE NUMBERS BUT I DID WANT TO HIGHLIGHT A FEW STATISTICS THAT I HOPE WILL INSPIRE ADDITIONAL RESEARCH AND WE'RE STARTING THAT WORK TODAY JUST BY BEING HERE. THE WILLIAMS INSTITUTE RECENTLY RELEASED UPDATED AMERICAN COMMUNITY SURVEY DATA THAT LOOKED SPECIFICALLY AT POVERTY RATES OF LESBIAN, GAY AND BISEXUAL AMERICANS. AND FOR AFRICAN-AMERICAN SAME-SEX COUPLES, WE FOUND THAT THEY HAVE POVERTY RATES MORE THAN TWICE THE RATE OF DIFFERENT SEX MARRIED AFRICAN-AMERICANS. ONE THIRD OF LESBIAN COUPLES AND OVER 20% OF GAY MALE COUPLES WITHOUT A HIGH SCHOOL DIPLOMA ARE IN POVERTY AND THIS IS COMPARED TO 18% OF DIFFERENT SEX MARRIED COUPLES. AND WE DO SEE A SIMILAR PICTURE HERE IN OREGON. MULTNOMAH COUNTY RESEARCH WHICH WE HIGHLIGHT IN OUR BRIEF FOUND THAT OVER 25% OF ALL GAY, LESBIAN AND BISEXUAL PEOPLE OF COLOR LIVE ON LESS THAN \$20,000 A YEAR. AND JUST TO PUT THIS IN PERSPECTIVE THIS IS THE HIGHEST PERCENTAGE OF ANY ORIENTATION AND STRAIGHT PEOPLE OF COLOR. AND IN HEALTH, AND MOLLY FRANKS FROM MULTNOMAH COUNTY IS GOING TO EXPOUND ON THE HEALTH PIECE IN A LITTLE BIT, BUT JUST A LOT OF THINGS THAT WE WANTED TO PULL OUT, WE FOUND THE ONLY GROUP HAVING A HIGHER DIABETES RATE THAN BLACK STRAIGHT PEOPLE WERE BLACK LESBIAN, GAY AND BISEXUAL PEOPLE. THEY ARE MORE THAN TWICE AS LIKELY AS STRAIGHT BLACK FOLKS AND FOUR TIMES AS LIKELY AS WHITE PEOPLE OF ANY ORIENTATION TO HAVE DIABETES. HIV RATES FOR YOUNG BLACK MEN WHO HAVE SEX WITH MEN ARE MORE THAN FIVE TIMES HIGHER THAN WHITE MEN IN THE SAME CATEGORY. SO FINALLY AROUND COMMUNITY AND SAFETY, AND THIS IS AN AREA THAT I REALLY WANTED TO HIGHLIGHT BECAUSE I THINK IT HIGHLIGHTS THE NEED FOR A CULTURAL AND INSTITUTIONAL SHIFT, WE LOOKED AT THE SPEAK OUT SURVEY. AND THIS SURVEY OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER FOLKS, PEOPLE OF COLOR IN MULTNOMAH COUNTY, IT FOUND THAT PEOPLE IN THIS COMMUNITY DO NOT FEEL COMFORTABLE GOING ABOUT THEIR DAILY LIVES BECAUSE THEY HAVE TO WORRY ABOUT PHYSICAL OR VERBAL HARASSMENT. THE SURVEY IN PARTICULAR FOUND THAT 57% OF MULTNOMAH COUNTY LGBTQ FOLKS HAVE CHANGED THEIR DAILY ACTIVITIES BECAUSE OF FEAR. 82% HAVE EXPERIENCED SOME FORM OF VERBAL ATTACK AND 23% HAVE EXPERIENCED

PHYSICAL VIOLENCE. THIS IS JUST A SNAP SHOT, BASICALLY TELLS US WHAT WE NEED TO DO IS BE COLLECTING AS MUCH DATA AS POSSIBLE SO THAT WE CAN START TO MEASURE OUR PROGRESS IN GETTING SOMEWHERE. THIS INCLUDES NOT JUST LOOKING AT DATA AROUND INTERNAL HIRING BUT SERVICE DELIVERY, CONTRACTING, WHO WE WORK WITH, WHO WE SERVE. AND THEN FINALLY, WHAT WE REALLY WANTED TO DO WHEN WE WERE PUTTING THIS BRIEF TOGETHER WAS TO GIVE A FULL PICTURE OF THE EXPERIENCE OF BLACK LGBTQ FOLKS IN THE COUNTY AND ACROSS THE STATE AND BECAUSE WE RAN INTO SOME OF THE CHALLENGES WE DID WITH RESEARCH, WE DECIDED TO TAKE ON OUR OWN COMMUNITY SURVEY TO GET A BROADER PICTURE AND KHALIL IS GOING TO TALK A LITTLE BIT ABOUT HOW THAT SURVEY WAS CONDUCTED AND ALSO SOME OF THE FINDINGS FROM THAT SURVEY.

>> THANK YOU, COMMISSIONERS. WE SO GATHERED NATIONAL AND LOCAL DATA TO BETTER UNDERSTAND THE FOLKS IN OUR COMMUNITY THAT ARE LIVING RIGHT HERE IN OREGON AND THE BLACK LGBTQ OREGONIANS. WE WENT OUT AND TALKED TO FOLKS AND COLLECTED INFORMATION THROUGH SURVEYS AND FOCUS GROUPS. WE COLLECTED OVER 200 SURVEYS AND CONDUCTED TWO FOCUS GROUPS ON BEHALF OF PEOPLE AT THE PORTLAND BLACK CHAPTER AND THE URBAN LEAGUE OF PORTLAND AND WE TALKED TO FOLKS ABOUT THEIR EVERYDAY EXPERIENCES, THEIR LIVES, AND THEIR COMMUNITY EXPERIENCES AND EXPERIENCE AROUND EDUCATION, INCLUDING BULLYING AND A GROUP OF 30 VOLUNTEERS HELPED TO MAKE THIS HAPPEN AND SURVEYS WERE CONDUCTED THROUGHOUT PORTLAND AND ACROSS THE STATE OF OREGON TO REALLY GATHER THE DATA TO INFORM THE REPORT THAT WE PUT TOGETHER. AND SO WE DON'T HAVE TIME, OF COURSE, TO GO INTO ALL THE FINDING WITHIN THE REPORT BUT FOLKS, YOU DO HAVE THE REPORT WITH YOU SO YOU CAN DIG MORE DEEPLY INTO THAT WHEN YOU HAVE THE OPPORTUNITY. I DO WANT TO HIGHLIGHT SOME OF THE KEY FINDING FROM THE SURVEYS THAT WE CONDUCTED AND THE FOLKS THAT WE TALKED TO. 18% OF FOLKS THAT TOOK THE SURVEY THAT RESPONDED TO OUR SURVEY WERE EXPERIENCING UNEMPLOYMENT WITHIN OUR COMMUNITY. AND OVER A THIRD OF RESPONDENTS REPORTED WORK DISCRIMINATION AND HAVING CHALLENGES AROUND WORK DISCRIMINATION WITHIN THEIR WORKPLACE. 43.7% OF RESPONDENTS REPORTED LIVING ON AN INCOME AND RAISING A FAMILY ON \$20,000 OR LESS, WHICH IS A HUGE DISPARITY FOR FOLKS TO BE EXPERIENCING WITHIN OUR COMMUNITIES. AND SO FROM THE FINDINGS WITHIN THE REPORT, WE PUT TOGETHER POLICY RECOMMENDATIONS FOR HOW WE CAN OVERCOME SOME OF THESE BARRIERS AND HOW WE CAN TRY TO REMOVE THE DISPARITIES THAT FOLKS ARE EXPERIENCING WITHIN OUR COMMUNITY AND THE POLICY RECOMMENDATIONS RANGE FROM CULTURAL COMPETENCY STANDARDS IN HEALTH AND EDUCATION AND IMPROVED TRAINING IN THE WORKFORCE AND HEALTH SETTINGS, LOOKING SPECIFICALLY AT THE INTERSECTIONS OF RACE, SEXUAL ORIENTATION AND GENDER IDENTITY. BUT

AGAIN, OUR MOST IMPORTANT RECOMMENDATION WAS AROUND THE NEED FOR EXPANDED DATA COLLECTION. WE FEEL WE HAVE A GREAT OPPORTUNITY HERE TO BEGIN THAT WORK. WE KNOW THAT LGBTQ FOLKS ACCESS RESOURCES THROUGHOUT MULTNOMAH COUNTY AND TO BETTER SERVE THE COMMUNITY, WE NEED TO IMPROVE THAT EQUITY AND BY EXPANDING THE OPTIONS WE CURRENTLY HAVE FOR COLLECTING THAT DATA AS IT RELATES TO INTERNAL AND EXTERNAL WITH CLIENTS AND PARTNERS AND EMPLOYEES, AS WELL. THANK YOU. I ALSO HAVE A VIDEO TO SHARE THAT KIND OF HIGHLIGHTS SOME OF THE ISSUES THAT WERE IN THE REPORT AND IT'S A VIDEO CREATED BY THE TRANS JUSTICE PROGRAM AND IT FOCUSES CLOSELY ON HEALTH EQUITY AND SOME OF THE HEALTH DISPARITIES THAT TRANSGENDER OREGONIANS EXPERIENCE. IT ALSO SPEAKS TO WHAT WE'RE TALKING ABOUT TODAY. ¶¶ ¶¶

>> IN MY MID-20s, I STARTED TO GET THE IDEA THAT I WAS GOING TO NEED TO TRANSITION FROM FEMALE. AT THE TIME THERE WASN'T A LOT OF INFORMATION SO LOOKING AROUND I KNEW I HAD OPTIONS AND SOME PEOPLE DECIDED TO PURSUE MEDICAL OPTIONS, SOME PEOPLE DON'T. ¶¶ ¶¶

>> I WORK AT A PLACE WHERE I AM COVERED BY HEALTH INSURANCE BUT ACTUALLY ACCESSING THE SPECIFIC MEDICALLY NECESSARY HEALTHCARE THAT I NEED ISN'T AVAILABLE BECAUSE OF THE EXPLICIT EXCLUSIONS WITHIN THE INSURANCE POLICIES. ¶¶ ¶¶

>> MY EXPERIENCES TRYING TO ACCESS HEALTHCARE HAVE BEEN KIND OF UP AND DOWN, TUMULTUOUS BECAUSE THERE'S THE THREAT OF LOSING MY HEALTH INSURANCE OR ALL OF A SUDDEN NOT GETTING THE KIND OF CARE THAT I NEED. ¶¶ ¶¶

>> I WORKED FOR 30 YEARS AS A MACHINIST, I MADE A GOOD SALARY, I HAPPILY, HAPPILY PAID INTO MEDICARE ALL MY LIFE. AND NOW, IT WAS BEING DENIED TO ME. IT'S JUST UNIMAGINABLE TO NOT BE ABLE TO GET THE BENEFITS THAT YOU PAID FOR ALL YOUR LIFE.

>> I FOUND A LOT OF EMPLOYMENT DISCRIMINATION, I FOUND IT WAS VERY DIFFICULT TO GET A JOB OR EVEN AN INTERVIEW. MY EDUCATION AND MY WORK HISTORY WAS UNDER MY FEMALE NAME AND I WAS A WOMAN, AND THEN AT SOME POINT HAD TO START BUILDING A WORK HISTORY AS MALE. IT WAS VERY DIFFICULT TO FIND STEADY EMPLOYMENT AND WHEN I DID GET MY FIRST KIND OF LIKE FULL-TIME JOB, OFFICE JOB, IT HAPPENED TO BE I REMEMBER I HAD MEDICAL INSURANCE STRAIGHT AND THEY MAILED THE POLICY AND NO ONE EVER READS THOSE THINGS AND I REMEMBER LOOKING THROUGH EVERY PAGE TRYING TO SEE IF THEY COVERED TRANS OR GENDER RELATED MEDICAL EXPENSES AND I REMEMBER THERE WAS ONE PARAGRAPH THAT EXPLICITLY SAID WE WON'T COVER ANYTHING FOR

TRANSGENDER PATIENTS AND READING THAT FELT LIKE BEING PUNCHED IN THE STOMACH. IT WAS ONE OF THOSE THINGS OF IT FELT LIKE BEING SINGLED OUT, IT FELT LIKE THEM SAYING, YOU KNOW, WE WOULD PROVIDE THIS FOR ANYONE ELSE BUT NOT FOR YOU. ¶¶ ¶¶

>> I WAS IN PRACTICE FOR 36 YEARS AND I GUESS FOR ABOUT THE LAST 15 YEARS OF THE PRACTICE, I WAS TAKING CARE OF TRANSGENDERED PATIENTS. IT WAS REALLY VERY OFFENSIVE TO ME TO NOT BE ABLE TO PROVIDE CARE FOR WHAT IS RECOGNIZED AS A MEDICAL CONDITION. THE AMA HAS SAID THIS IS A RECOGNIZED MEDICAL CONDITION. IT'S IN ALL THE DIAGNOSTIC CODE BOOKS AND YET IF I WOULD LIST THE CODE FOR GENDER DYSPHORIA, THE CODE FOR BEING TRANSGENDERED, WHEN A PATIENT WOULD COME IN FOR AN OFFICE VISIT, ALMOST EVERY INSURANCE COMPANY WOULD SPECIFICALLY DENY PAYMENT FOR THAT. I THINK IT'S REALLY OUTRAGEOUS THAT INSURANCE COMPANIES WILL PAY FOR OTHER RECOGNIZED MEDICAL CONDITIONS BUT THEY SPECIFICALLY EXCLUDE THIS ONE. ¶¶ ¶¶

>> AS A PREVENTIVE MEASURE IN CARE, IT WOULD HAVE SAVED ME A LOT OF COSTS, A LOT OF HEALTH COSTS. IT WOULD HAVE SAVED SOCIETY IN GENERAL A LOT OF COSTS.

>> MY PERSONAL EXPERIENCE WITH THE COST OF HEALTHCARE, I CAN'T SPEAK FOR EVERYBODY, BUT IN THE SIX YEARS THAT I WAS WEARING MY CHEST BINDER, IT ENDED UP SHIFTING AND MOVING MY RIBS AROUND AND I DID END UP GOING TO THE EMERGENCY ROOM TWO OR THREE TIMES AND WHEN YOU GO TO THE EMERGENCY ROOM WITH CHEST PAIN AND YOU CAN'T BELIEVE VERY WELL, YOU'RE FAST TRACKED EVEN AT 27, THEY THINK YOU COULD BE HAVING SOME KIND OF HEART PROBLEMS SO THEY DO ALL THESE TESTS AND IT REALLY RACKS THE MONEY UP A LOT. IT JUST DOESN'T MAKE ANY SENSE TO ME TO COVER SOMETHING TWO OR THREE TIMES GOING INTO THE EMERGENCY ROOM VERSUS COVERING SOMETHING ONCE, WHICH IS THE SURGERY.

>> MULTNOMAH COUNTY WAS THE FIRST JURISDICTION IN THE STATE OF OREGON TO PROVIDE TRANSGENDER HEALTH BENEFITS. WHEN WE STARTED LOOKING AT THIS, A LOT OF PEOPLE WHO WERE PUSHING BACK ON THIS WERE CONCERNED ABOUT THE COST, HOW MUCH WAS THIS GOING TO COST THE TAXPAYERS, HOW MUCH WOULD THIS COST THE COUNTY? THE REALITY IS IT COSTS VIRTUALLY NOTHING EXTRA. IT HAD ALMOST NO IMPACT WHATSOEVER ON THE COST OF OUR HEALTHCARE DELIVERY SYSTEM AT MULTNOMAH COUNTY. WE ALL KNOW WHEN YOUR EMPLOYEES ARE PHYSICALLY HEALTHY AND THEIR MENTAL HEALTH NEEDS ARE TAKEN CARE OF, THEY'RE GOING TO BE MORE PRODUCTIVE, ENGAGED EMPLOYEES. AND SO IT'S GOOD FOR THE BOTTOM LINE.

>> MANY PEOPLE HAVE DIFFICULTIES ACCESSING THE CARE THAT THEY NEED. BUT AS SOMEONE WHO'S TRANSGENDER, BEING ABLE TO ACCESS HEALTHCARE AND BEING DENIED BECAUSE OF THAT GENDER IDENTITY DISORDER IS A HUGE PIECE AND I CAN'T IMAGINE LIKE NOT HAVING THAT AS A CONCERN, HOW THAT WOULD HELP ME TO JUST, YOU KNOW, THAT WOULD BE SUCH A LOAD OFF MY MIND AS FAR AS BEING ABLE TO JUST BE MORE PRESENT AND JUST BE MORE IN MY BODY, WHICH IS SOMETHING I THINK THAT A LOT OF PEOPLE TAKE FOR GRANTED.

>> YOU JUST CAN'T GET PAST THAT, WALKING OUT THE DOOR EVERY DAY, FEELING UNCOMFORTABLE EVERY SINGLE DAY, HAVING TO PUT A BINDER ON EVERY DAY, IT HURTS YOU AND IT'S NOT SOMETHING THAT ANYBODY SHOULD HAVE TO GO THROUGH. IT'S SOMETHING THAT PEOPLE GO THROUGH BECAUSE THERE IS NO OTHER OPTION BUT WHEN YOU HAVE THE OPTION TO GET IT TAKEN CARE OF, IT'S LIFE CHANGING. IT'S REALLY SOMETHING THAT YOU CAN NEVER DESCRIBE WHAT IT FEELS LIKE. IT'S JUST SOMETHING THAT PEOPLE ARE FINALLY THEMSELVES, THEY'RE FINALLY WHOLE AND IT'S INDESCRIBABLE REALLY.

>> THERE ARE PEOPLE IN OUR COMMUNITY WHO HAVE VERY SPECIFIC PHYSICAL HEALTH AND MENTAL HEALTH NEEDS AND WE SHOULD ADDRESS THOSE NEEDS ALONG WITH THE OTHER PHYSICAL AND MENTAL HEALTH NEEDS OF THE COMMUNITY. SO THERE'S A SOCIAL JUSTICE ISSUE. IT'S THE RIGHT THING TO DO. ¶¶ ¶¶

>> EVERYBODY AT ONE POINT OR ANOTHER IS GOING TO MEET SOMEBODY WHO IS TRANSGENDER, WHETHER THEY CAN RECOGNIZE THEM AS TRANSGENDER, WHETHER THE PERSON IS ALREADY QUOTE/UNQUOTE PASSABLE OR WHETHER THEY'RE FIGHTING TO BECOME WHO THEY WANT TO BE.

>> WE WANT THE SAME THINGS. WE WANT TO HAVE A FAMILY. WE LOVE OUR FAMILIES.

>> NOT HAVING HEALTHCARE ACCESS IMPACTS HOW YOU CAN GET A JOB. IT IMPACTS, YOU KNOW, YOUR JOB LEADS TOWARDS HOUSING DISCRIMINATION. IT JUST BECOMES THIS HUGE SNOWBALL EFFECT IN THAT YOU'RE WANTING TO JUST BE ABLE TO ACCESS MEDICAL CARE BUT THEN IT JUST IMPACTS YOUR LIFE, EVERYTHING ABOUT YOUR LIFE IS IMPACTED BY NOT BEING ABLE TO ACCESS HEALTHCARE.

>> I'VE HAD MY STRUGGLES. I'VE MADE MISTAKES. I'VE HAD MY JOYS AND MY SUCCESSES JUST LIKE YOU. AND I THINK THAT EVERYBODY, INCLUDING MYSELF, DESERVES THE CHANCE TO BE HAPPY AND TO BE HEALTHY AND TO BE SUCCESSFUL. JUST LIKE YOU.

>> IF I DIDN'T HAVE TO GO THROUGH THE HOOPS, IF THEY ACTUALLY COVERED EVERYTHING I NEEDED AS A TRANSSEXUAL WOMAN, IT'S LIKE FREEDOM, IT'S LIKE THE CAGE DOOR OPENING AND FINALLY, BEING ABLE TO FLY OUT AND JUST TOTALLY LIVE AS WHO I AM. ¶¶ ¶¶

>> GOOD MORNING CHAIR COGEN, COMMISSIONERS. MY NAME IS LIZ RODRIGUEZ. AS RESIDENTS AND EMPLOYEES OF MULTNOMAH COUNTY, WE ARE FORTUNATE TO HAVE A BOARD WHO IS NURTURING TO AN ENVIRONMENT OF INCLUSION AND THE APPLICATION OF THE LENS OF EQUITY IN OUR POLICIES. WE'RE AN ORGANIZATION WHERE EVERY MEMBER OF OUR COMMUNITY HAS A VOICE AT THE TABLE REGARDLESS OF AGE, RACE, GENDER IDENTITY, OR SEXUAL ORIENTATION. OUR VALUES ARE IMPORTANT TO US AND WE HAVE REVIEW PROCESSES, DATA COLLECTION AND REPORTING FUNCTIONS TO VALIDATE THE GREAT WORK WE DO IN RESPONSE TO MEETING THE DIVERSITIES OF OUR MANY COMMUNITIES. WHAT WE LIKE TODAY IN REFERENCE TO LGBTQ EMPLOYEES FROM MULTNOMAH COUNTY, ARE QUANTITATIVE BUSINESS METRICS THAT DEMONSTRATE AND EVALUATE RECRUITMENT, DEVELOPMENT AND RETENTION OF LGBTQ EMPLOYEES. BY POSING SELF-IDENTIFICATION QUESTIONS IN THE -- ABOUT GENDER IDENTITY AND SEXUAL ORIENTATION IN THE SAME H.R. BREATH AS QUESTIONS ABOUT RACE, ETHNICITY OR GENDER, WE WILL INCREASE THE VIABILITY OF OUR DIVERSITY PROGRAM GOALS FOR A GREATER DEGREE OF INCLUSION. WE SUPPORT LGBTQ SELF-IDENTIFICATION DATA COLLECTION METHODS IN THE CONTEXT OF BEING A MORE COMPLETE PICTURE OF THE LGBTQ EMPLOYEE EXPERIENCE. WE LOOK FORWARD TO COLLABORATION WITH COUNTY LEADERSHIP, TO EXPLORE OPTIONS TOWARDS A SENSITIVE, SYSTEMIC IMPLEMENTATION OF A PROCESS WHICH WILL HELP TO ENHANCE THE EXECUTION OF OUR MULTNOMAH COUNTY VISION AND MISSION. THANK YOU.

>> I'M A HEALTH EDUCATOR AT THE HEALTH DEPARTMENT. I WANT TO SAY AS A QUEER COUNTY EMPLOYEE I'M REALLY PROUD TO WORK FOR THIS ORGANIZATION WATCHING TED WHEELER IN THE VIDEO AND HEARING ABOUT THE ACTIONS THAT PEOPLE ARE TAKING. SO I'M A HEALTH EDUCATOR, I WORK ON THREE MAIN PROJECTS, ONE IS WORKING WITH LATINO YOUTH AND FAMILIES AROUND SEXUAL HEALTH. WORKING WITH GAY, BI AND TRANS MEN TO ENCOURAGE THEIR PARTNERS TO COME IN FOR TESTING AND ALSO WORKING WITH SCHOOL DISTRICTS AND THE DEPARTMENT OF EDUCATION ON MAKING SCHOOL SYSTEMS MORE LGBTQ FRIENDLY FOR STUDENTS, STAFF AND FAMILY. SO IN THE YEAR 2000, THE U.S. GOVERNMENT RELEASED ITS DECADE LONG PREVENTION PROGRAM FOR THE NATION CALLED HEALTHY PEOPLE 2010. IT HAD TWO GOALS, THE SECOND OF WHICH WAS TO ELIMINATE HEALTH DISPARITIES. 29 OF THE 467 OBJECTIVES CONTAINED A SPACE FOR SEXUAL ORIENTATION IN THE DATA TEMPLATE. THAT MEANS THERE WAS A PLACEHOLDER BECAUSE SEXUAL ORIENTATION WAS CONSIDERED RELEVANT TO ACHIEVING THOSE OBJECTIVES. BUT NONE OF

THE 29 OBJECTIVES ACTUALLY HAD DATA ON SEXUAL ORIENTATION. THEY WERE LABELED DATA NOT COLLECTED. THE ONLY HEALTH INDICATOR FOR WHICH SEXUAL ORIENTATION WAS GATHERED IN A ROBUST WAY WAS FOR HIV. UNTIL THE SURVEYS THAT TRACK PROGRESS ON LEADING HEALTH INDICATORS COLLECT DATA ON SEXUAL ORIENTATION AND GENDER IDENTITY, PROGRESS SPECIFICALLY FOR LGBTQ POPULATIONS CANNOT BE MONITORED. AND AS WE UNDERSTAND MORE AND MORE ABOUT SOCIAL DETERMINANTS OF HEALTH, HOW THEY'RE SO MUCH BROADER THAN HEALTH DATA, WE UNDERSTAND THAT WE NEED ALL SORTS OF DATA SETS AND DATABASES TO INCLUDE SEXUAL ORIENTATION AND GENDER IDENTITY WITH OTHER DEMOGRAPHICS OR WE DON'T KNOW ENOUGH TO ENSURE EQUITY IN HEALTH AND QUALITY OF LIFE. WE NEED DATA ON SEXUAL ORIENTATION AND GENDER IDENTITY OF STUDENTS, EMPLOYEES, INCARCERATED INDIVIDUALS, PEOPLE WHO ARE UNEMPLOYED, PEOPLE WHO ARE HOUSED AND UNHOUSED, PEOPLE WHO USE LIBRARIES, PEOPLE WHO USE PARKS, PEOPLE WHO ARE IMMIGRANTS AND PARENTS, COLLECTING THESE DATA NEEDS TO BE DONE WITH GREAT SENSITIVITY. MANY OF THE HEALTH DISPARITIES THAT WE SEE STEM FROM STIGMA AND DISCRIMINATION. PEOPLE ARE CONCERNED ABOUT THEIR PRIVACY, DIGNITY AND SAFETY RELATED TO THEIR SEXUAL ORIENTATION AND GENDER IDENTITY. THIS INFORMATION BEING PUBLIC IN THE PAST HAS COST PEOPLE THEIR HOUSING, THEIR JOBS, CUSTODY OF THEIR CHILDREN, AND THEIR LIVES. NONETHELESS, GREAT STRIDES HAVE BEEN MADE IN LOCAL STATE AND NATIONAL POLICIES TO PROTECT LGBTQ FOLKS CIVIL RIGHTS AS WITNESSED HERE THIS MORNING, AN IMPORTANT WAY TO NORMALIZE SEXUAL AND GENDER MINORITIES IS TO INCLUDE DIALOGUE AND INCLUDE THESE COMPONENTS OF IDENTITY, BEHAVIOR AND CULTURE IN DEMOGRAPHIC INFORMATION WE COLLECT, JUST AS WE INCLUDE AGE, RACE, ETHNICITY AND OTHER COMPONENTS. THAT'S PART OF THE PROCESS OF NORMALIZING AND ACKNOWLEDGING ALL OF OUR FULL IDENTITIES. THE INTERSECTION OF DIFFERENT DEMOGRAPHICS THAT KATIE AND KHALIL HAVE TALKED ABOUT IS EQUALLY IMPORTANT SINCE MULTIPLE OPPRESSIONS ARE JOINTLY EXPERIENCED IN UNIQUE WAYS. IN OUR PUBLIC HEALTH ARENA WE'VE NOTICED A BIG INCREASE IN GONORRHEA A COUPLE OF YEARS BACK THAT WE NEEDED TO LOOK CAREFULLY TO SEE WHAT WAS GOING ON. WE KNOW THE TWO GROUPS WITH EXTREME DISPARITIES FOR GONORRHEA ARE AFRICAN-AMERICANS AND MEN WHO HAVE SEX WITH MEN. IT ACTUALLY MAKES INVISIBLE MEN WHO ARE BOTH AFRICAN-AMERICAN AND ALSO HAVE SEX WITH OTHER MEN. LISTEN TO THE SENSE AGAIN. WE HAVE TWO GROUPS WITH EXTREME DISPARITIES FOR GONORRHEA, AFRICAN-AMERICANS AND MEN WHO HAVE SEX WITH MEN. IT DOESN'T TELL US ENOUGH. BECAUSE GONORRHEA IS AN INFECTIOUS DISEASE, SEXUAL NETWORKS ARE IMPORTANT TO UNDERSTAND. IN PORTLAND, WHAT DO WE KNOW ABOUT GONORRHEA AMONG MEN WHO HAVE SEX WITH MEN AND ALSO HAVE SEX WITH WOMEN? WHAT DOES THE DISPARITY MEAN WHEN MANY AFRICAN-AMERICANS IN PORTLAND HAVE SEX PARTNERS OF OTHER RACES? ARE AFRICAN-AMERICAN WHO HAVE SEX WITH MEN GETTING GONORRHEA AT

RATES THAT ARE HIGHER THAN EVERYONE? OR ARE THERE SPECIFIC COMMUNITY NORMS AND PRACTICES THAT ARE ESPECIALLY PROTECTIVE FOR THEM? WE CAN'T EVEN ASK THESE QUESTIONS SO WE CAN RESPOND EFFECTIVELY IF WE DON'T KNOW HOW TO DESCRIBE WHO HAS GONORRHEA. LUCKILY FOR GONORRHEA, WE CAN AND HAVE TO TOOT THE HORN OF OUR PROGRAM -- [INDISCERNIBLE] WE STILL CANNOT. FOR GONORRHEA, JUST LIKE THE OTHER DISEASES OR HEALTH RISKS DISCUSSED BY KATIE, THE DRIVERS OF THE DISPARITIES ARE TIED BACK TO THINGS LIKE UNEQUAL AND EXCESSIVE INCARCERATION RATES, DATA WE WON'T BE ABLE TO PULL OUT OF ELECTRONIC HEALTH RECORDS BUT DATA WE NEED TO MEASURE IF WE ARE MAKING PROGRESS. THANK YOU.

>> SO WE WANTED TO TAKE A FEW MOMENTS FOR ANY QUESTIONS. OF COURSE, TRAVIS.

>> GOOD MORNING AGAIN CHAIR COMMISSIONERS, TRAVIS GRAVES, COUNTY HUMAN RESOURCES DIRECTOR. FIRST, I JUST WANT TO SAY AS A GAY MAN I AM SO PROUD TO WORK HERE. SITTING HERE LISTENING TO THIS GROUP TALK AND THE GROUP BEFORE IT AND ACTUALLY HAVING THE PRIVILEGE OF WORKING FOR 15 YEARS AND BEING, YOU KNOW -- MULTNOMAH COUNTY WAS ONE OF THE FIRST JURISDICTIONS THAT OFFERED DOMESTIC PARTNERSHIP BENEFITS. WE HAVE HAD NONDISCRIMINATION POLICIES AWAY AHEAD OF ANYBODY ELSE IN THE STATE. I GOT THE PRIVILEGE TO WORK ON TRANSGENDER POLICIES AS WE BUILT THOSE IN THE COUNTY AND ALSO GOT TO BE PART OF REMOVING THE EXCLUSIONS FROM OUR INSURANCE FOR TRANSGENDER THAT TED WHEELER WAS TALKING ABOUT. IT MAKES ME SO PROUD TO BE ABLE TO WORK FOR AN ORGANIZATION LIKE THAT. SO I WAS REALLY PLEASED TO BE ASKED TO COME TALK ABOUT THIS AS WELL SO I CAN SHARE FROM MY PERSPECTIVE MY SUPPORT FOR THIS. SO HOW DOES THIS KIND OF AFFECT THE WORKFORCE? HOW DO WE MAKE THIS MOVE TO ACTION? THERE ARE CLEARLY PLACES WE COULD DO A BETTER JOB OF GETTING DEMOGRAPHIC INFORMATION IN THE SERVICE DELIVERY BUT HOW DO WE DO IT HERE WITH OUR EMPLOYEES? UNDER DARRELL'S LEADERSHIP, HE'S ALREADY ACTUALLY REACHED OUT TO US IN HUMAN RESOURCES AND WE'RE PARTNERING WITH THE OFFICE OF DIVERSITY AND EQUITY TO PUT TOGETHER A TASK FORCE OF H.R. PEOPLE TO TALK ABOUT THIS TO SAY CAN WE AND HOW DO WE SHIFT THE WAY WE LOOK AT THIS? AND LOOK AT PLACES TO GATHER THIS DATA. OTHER ORGANIZATIONS THAT HAVE DONE THIS KIND OF WHEN YOU FOLLOW UP A BEST PRACTICE, HOW READY IS AN ORGANIZATION? HONESTLY, WE'RE PRETTY READY. WE TALK ABOUT THESE ISSUES IN PLACES LIKE THIS TODAY. WE HAVE ALL OF THE POLICIES YOU WOULD EXPECT TO BE IN PLACE. WE HAVE OUR EMPLOYEE SURVEY THAT WE DO ON A REGULAR BASIS WHERE WE ASK THESE QUESTIONS. IT'S REALLY TIME FOR US TO TAKE A LOOK AT GOING TO THE NEXT STEP SO WE CAN ACTUALLY HAVE INFORMATION IN A WAY THAT'S MORE USEFUL SO WE CAN LOOK TO SEE HOW ARE OUR SERVICES? HOW IS OUR HIRING PRACTICES?

HOW DO OUR DIFFERENT OPPORTUNITIES AROUND TRAINING, HOW IS THAT AFFECTING THE LGBTQ COMMUNITY? SO I'M JUST PLEASED TO BE ABLE TO COME UP HERE AND SHOW MY SUPPORT AND I WANTED TO LET YOU KNOW THAT WE ARE WORKING TO SEE IF WE CAN MAKE THIS A REALITY.

>> WE WOULD LIKE TO OPEN IT UP FOR ANY QUESTIONS THAT YOU ALL MAY HAVE.

>> Chair Cogen: QUESTIONS?

>> Comm. Smith: I HAVE A QUESTIONS. TRAVIS, YOU TALKED A BIT ABOUT HAVING THE INFORMATION WITH DARRELL. SO DO YOU SUGGEST THAT HE KEEP THAT INFORMATION THERE?

>> I'M SORRY --

>> Comm. Smith: THE DATA.

>> I BELIEVE WE SHOULD. I PERSONALLY BELIEVE THAT IT WOULD BE A GOOD IDEA FOR THE COUNTY THROUGH ITS PRACTICES AND HUMAN RESOURCES TO BE ABLE TO TRACK THIS INFORMATION. I MEAN, I THINK THERE'S A LOT OF CONSIDERATIONS FOR US TO WORK OUT. WE WANT TO THINK ABOUT HOW ARE WE GOING TO USE THE DATA, WHERE WE GATHER THE DATA, ETC.

>> Comm. Smith: WOULD DARRELL'S SHOP BE RESPONSIBLE FOR GATHERING THE DATA AND COLLECTING IT?

>> I WOULD THINK THE MOST EFFICIENT WOULD BE FOR HUMAN RESOURCES TO DO IT THROUGH THE HIRING PROCESSES.

>> Comm. Smith: OKAY, THANK YOU.

Chair Cogen: QUESTIONS?

Commissioner Kafoury: I WANT TO MAKE SURE I THANK YOU TO EVERYONE FOR COMING TODAY, IT WAS VERY INFORMATIVE. AND WE'RE ALL SO PROUD TO WORK HERE. IT'S A FEEL-GOOD MORNING AND I APPRECIATE DARRELL YOUR EXPRESSING YOUR EMOTION. I CRY ALL THE TIME HERE SO I REALLY APPRECIATE SOMEBODY ELSE CRYING. AND I ALSO WANT TO ACKNOWLEDGE MICHAEL ALEXANDER WHO'S THE HEAD OF THE URBAN LEAGUE WHO'S HERE, AS WELL. THANK YOU FOR COMING AND THANK YOU FOR THIS REPORT WHICH I INTEND TO READ ONCE I CAN FIND MY GLASSES. [LAUGHTER]

>> WE WANT TO SAY IN CLOSING THANK YOU FOR LISTENING AND TAKING THE TIME TO LISTEN TO US TODAY AND FOR ALLOWING US TO BE A PART OF A VERY IMPORTANT DAY. THIS HAS BEEN A REALLY GREAT DAY FOR A LOT OF

ACTION AND WE KNOW THAT THIS IS ABOUT CONTINUING THE PROGRESS AND THAT MULTNOMAH COUNTY IS A LEADER AND COMMITTED TO EQUITY AND INCLUSION AND HAS A GREAT RECORD OF DOING THAT. SO WE ARE EXCITED THAT THAT WILL MOVE FORWARD WITH IMPROVEMENTS AROUND DATA EQUITY SO THANK YOU.

>> DO WE GET OUR PFLAG T-SHIRTS FROM YOU?

>> YES, YOU CAN.

>> THERE'S A PARADE THIS WEEKEND.

Chair Cogen: THANKS, EVERYONE. AND THERE BEING NO FURTHER BUSINESS, WE'RE ADJOURNED.

ADJOURNMENT

The meeting was adjourned at 11:29 a.m.

This transcript was prepared by LNS Captioning and edited by the Board Clerk's office. For access to the video and/or board packet materials, please view at:

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